

---

## OFFICE OF THE PROVOST GOALS FOR 2011-12

---

### I. IMPROVING AND EXPANDING ACADEMIC OFFERINGS

Prepare for 2013 HLC self-study/accreditation visit:

- Complete self-study under the leadership of professors Carolyn Dobler and Chris Gilbert.
- Prepare to select and adopt appropriate option for the new HLC accreditation process that starts in 2013.

Implement the departmental and programmatic assessment plans that were revised in 2010-11.

Revise and update the department review process:

- Focus on improving student learning.
- Establish ongoing academic program quality improvement.

Plan for having and maintaining facilities that support our academic programs, students and faculty (e.g. building, equipment, technology)

Interdisciplinary programs:

- Increase the number of interdisciplinary programs and courses, specifically exploring African Studies, and East Asian Studies.
- Provide better support for the programs we already have.
- Strengthen divisional communication so that faculty in related departments and programs have more opportunities to share ideas, resources.

Increase the amount and quality of undergraduate research, scholarship, creativity and service.

Expand summer academic program offerings.

Successfully hire distinguished endowed chair positions in Management (Leadership/Ethics) and Lutheran Studies.

Successfully complete tenure-track faculty and other searches.

### II. COMPENSATION

Work with Office of Institutional Research and the Compensation Subcommittee of the Faculty Senate to recommend appropriate peer comparison group(s) for both salary and overall compensation.

Work with the Compensation Committee and appropriate administrative offices to set realistic and achievable salary goals, and a timetable for achieving the goals.

Work with the Compensation Committee and appropriate administrative offices to optimize the benefits package.

Work to update the budgeting process so that tenure-track faculty salaries are set first, with the rest of the faculty salary budget built around these initial salary goal parameters.

### III. DIVERSITY

Assist in leading the conversations regarding College-wide diversity.

Ascertain campus climates for minority faculty, administrators, and staff.

Improve recruiting, supporting and retaining diverse faculty, administrators and staff in academic affairs.

## **IV. LEADERSHIP**

Search and hire two academic deans/associate provosts

Establish Provost Office structure for future (direct reports such as the following break-down):

- Provost (Academic Advising and Disability Services; Arboretum; Assessment Director; Community Service Director (shared); Fellowships Office; Fine Art Office; First Term Seminars; General Education Curriculum I and Curriculum II; Global Insight Director; Gustavus Technology Services; HLC Planning; Hillstrom Museum; Institutional Research Office; International and Cultural Education; January Term; Johnson Center for Environmental Innovation; Kendall Center; Library; Music Tours; NCUR Director; Nobel Conference; ROTC; Registrar's Office; Rydell Professorship; Writing Across the Curriculum; Writing Center)
- Dean of Arts and Humanities (Art and Art History; Classics, Greek and Latin; Communication Studies; English; History; Modern Languages, Literatures and Cultures; Music; Philosophy; Religion; Scandinavian Studies; Theatre and Dance; plus the following interdisciplinary programs: Gender, Women, and Sexuality Studies; Japanese Studies; Latin American, Latino, and Caribbean Studies; Peace Studies; Russian Studies).
- Dean of Sciences and Education (Biology; Chemistry; Economics and Management; Elementary and Secondary Education; Geography; Geology; Health and Exercise Science; Mathematics and Computer Science; Nursing; Physics; Political Science; Psychology, Sociology and Anthropology; plus the following interdisciplinary programs: Biochemistry; Environmental Studies; Neuroscience).