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## OFFICE OF THE PROVOST GOALS FOR 2013-14

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### SUPPORT FOR STUDENT LEARNING

**Assessment of Student Learning.** Continue to improve assessment of student learning within academic programs and General Education, including refining the identification of learning outcomes, and improving practices for how we gather, store and use assessment data. Participate in campus-wide process leading to the assessment of institutional student learning outcomes (ISLOs).

**Outcomes:** Establish role of assessment director and Institutional Research Director in campus-wide assessment. Identify structure and plan for assessment of ISLOs. General Education rotation grid. Move LARS, NASP, and GLOBL to rubric development. Move HIPHI, SOCSII, and FIT/ACT to approval of Handbook language. Strengthen Provost's Office knowledge of and involvement in assessment.

**Faculty evaluation.** Study results of the spring 2013 pilot of online student evaluation of teaching (SETs) and consider a nationally normed online evaluation program. Revisit Faculty Handbook language for faculty peer review and evaluation.

**Outcomes:** Reach a point where faculty find online student evaluation, including qualitative comments, is acceptable. Move discussion forward on an institutionally (nationally?) normed instrument. Faculty work on new SET questions, procedures, and timeline for implementation. Role of IR office, GTS and/or Provost's Office in facilitating implementation.

**International education.** Foster wider discussion of our mission related to teaching "within a general framework that is both interdisciplinary and international in perspective." We will focus this year on discussion of global and cultural aspects of both study away and the on-campus curriculum.

**Outcomes:** Greater agreement on on- and off-campus global education goals. Implementation of Globalizing the Curriculum Grant and January Study Away Award. Revisit budget and cost model for study away. Engage IDPC in reviewing functions.

**Advising.** Begin to move toward the vision articulated in 2012-13 of establishing an Academic Support Center or "Learning Commons" both in terms of advising practices as well as physical location of a variety of previously separate student support efforts (Writing Center, Fellowships Advising, ELL, Disability Services, and tutoring).

**Outcomes:** Assist Director in continuing dialogue and development of integrated Academic support Center. Assist Director in leading dialog on campus-wide advising quality, load distribution, and procedures. Prioritize summer 2014 funding for lower level of library space for academic support activities. Revisit timing and division of duties for summer registration.

### FACULTY SUPPORT

**Salaries.** The #1 goal in Academic Strategic Plan is the recruitment and retention of "employees who are reasonably and competitively compensated." We will continue to work to make progress toward our longstanding salary goals for both regular and special appointment faculty.

**Outcome:** Continue to work with Faculty Senate Compensation Subcommittee as well as Internal Budget Committee on achieving meaningful progress on goals for employee compensation.

**Hiring and diversity.** We will continue to work on faculty search processes and outcomes, including the evaluation of our new liberal arts representative program, consideration of moving to paperless searches, and staying committed to our ongoing efforts on hiring for diversity and moving toward full affirmative action certification.

**Outcome:** Continue move toward paperless searches. Continue evaluation of new Liberal Arts Search Representative (LASR) program and strive to appoint LASRs in May so that they can participate more fully in creation of job description and position announcement language. Continue development of and evaluation of Welcoming Community Resource List (WCRL). Share Survey Monkey socio-demographic data with department chairs. Continue to monitor and adjust advertising in disciplinary venues relative to more general venues such as the Chronicle, HERC, and HigherEdJobs.com. Maximize the use of the HERC and Consortium for Faculty Diversity (CFD) sites. Assist HR in move to full state of Minnesota affirmative action certification. Work with Diversity, Equity, and Inclusion Committee (DEIC), Kendall Center, and Faculty Development Committee on strategies and practices for retention and support of faculty from traditionally underrepresented groups.

**Title IX.** We will deepen and broaden our work in this area by naming a Sexual Assault Education Team (SAET) director and improve faculty and academic staff awareness through programming coordinated with the already well-functioning sexual assault response team (SART).

**Outcomes:** SAET director named and SAET outcomes established. Conduct annual training completed for all academic affairs staff and faculty; provide related programming through faculty development venues.

**Department Chairs and Program Directors.** We will improve practices related to Chair orientation, guidance, workload, as well as revisit guidelines for chair remuneration and reassigned time.

**Outcomes:** Develop and assess annual chair orientation. Provide continuing education for chairs at DCPDC meetings. Support subgroup of chairs which will make recommendations regarding remuneration and reassigned time. Act on above recommendations. Develop and disseminate updates to the Chairs Manual including improvements such as startup policies, payroll advances for new faculty, and family friendly policies. Continue to make available webinars and Council of Independent Colleges workshop and other on or off-campus chair development opportunities as budget permits.

## **ADMINISTRATIVE SUPPORT**

**Provost's Council.** We will reinvigorate the former "Provost Council" model to increase communication within the division of Academic Affairs.

**Outcomes:** Identify which offices should be included in a provost council. Establish functions and calendar. Meet regularly. Assess at end of first year.

**Comprehensive campaign.** We will continue to support and promote new sources of external funding for endowed professorships, professional development accounts, equipment acquisition and repair, and building projects.

**Outcomes:** Participate in work on Commission Gustavus 150 and Academic Strategic Plan update and discussion with senate and board on priorities going forward. Work with advancement to secure funding for academic affairs priorities identified. Work with national advisory boards to maximize engagement with creation of new science advisory board aimed at engagement around Nobel Hall renovation. Increase faculty grant writing involvement. Encourage departments to develop donor links on websites. Work with Finance Office on resolution of restricted fund questions. Work with advancement on fully maximizing faculty willingness to tell our story to donors.