
OFFICE OF THE PROVOST GOALS / OUTCOMES FOR 2014-15

Academic Advising. Work with the Academic Support Center to review academic advising across the College. Examine best practices related to advisor assignment mechanisms, including those used to balance the advising workload within and across programs; consideration of where and how advising excellence is recognized in our tenure and promotion criteria; piloting improvements in pre-health/professional advising.

Expected outcomes include

- A. *Academic Affairs Committee collects and discusses best practices.*
- B. *Personnel Committee discusses how advising is evaluated and considered.*
- C. *Academic Support Center and Kendall Center construct and inventory of advisor training opportunities.*
- D. *Pre-Health and professional advising – Complete first year of planned three-year pilot study.*

Accreditation. Support the work of the Accreditation Committee to prepare for the December 2014 monitoring report to the HLC on shared governance. Work toward the December 2015 progress report on assessment.

Expected outcomes include

- A. *Facilitate submission of Shared Governance Monitoring Report in December 2014.*
- B. *Facilitate process with College Assessment (ISLO) Committee and Accreditation (HLC) Committee toward submission of the required Assessment Progress Report, due December 2015.*

Assessment. Complete a general education assessment cycle working with the General Education Subcommittee (GENSUB) and the faculty Committee for the Assessment of Student Learning (CASL). Initiate/complete ACT/FIT assessment activities. Work with the College-wide Assessment Committee on Institutional Student Learning Outcome (ISLO) measures. Utilize the new AAC&U Valid Assessment of Learning in Undergraduate Education (VALUE) rubrics and our multi-institutional Minnesota AAC&U VALUE collaboration to advance assessment of the ISLOs. Work with CASL and the faculty assessment director to widen and deepen the culture of assessment at Gustavus.

Expected outcomes include

- A. *General Education.*
 - a. *Conduct assessment of NASP ARTS, THEOL, HIPHI, and MATHL areas in Fall 2014.*
 - b. *Faculty teaching in above areas will meet and discuss results in Spring 2015.*
 - c. *Conduct assessment of LARS, ACT/FIT, GLOBL, and SOC SCI in Spring 2015.*
- B. *ISLO assessment plan to be developed through the College Assessment Committee by May 2015.*
- C. *VALUE project begun with the participation of three working groups.*

Chair Support. Continue to improve chair and director development through internal “TED talks” on topics of interest and by encouraging chairs to attend CIC chair workshops by offering additional funding to supplement chair funds utilized for this purpose. Continue to assess/evaluate department chair compensation and reassignment time.

Expected outcomes include

- A. *Invite Chairs to attend CIC department and division chair training through the CIC.*
- B. *Continue practice of deans doing TED Talks at chairs meetings.*
- C. *Creation of committee to reconsider schedule for chair compensation.*

Compensation. Continue to work toward reasonable and competitive compensation for all employees. Work with Human Resources, the Internal Budget Committee, and the Faculty Senate Compensation Subcommittee on alternative models for retirement (i.e., early, phased, traditional).

Expected outcomes include

- A. *Participate in Presidential Taskforce on Compensation.*
- B. *Organize joint Board Academic Affairs Committee / Budget Committee presentation and discussion?*
- C. *Work with HR and Compensation Committee to conclude inquiry on retirement options.*

Comprehensive Campaign. Work with the Advancement Office to support fundraising, especially for endowed professors and chairs, for faculty development including professional development accounts (PDAs)

and faculty research/scholarship/creativity opportunities, for global education, for undergraduate research, and for the Nobel Hall, Anderson, and Bernadotte Library/Hillstrom Museum building projects.

Expected outcomes include

- A. Develop by 31 December 2014 a case statement for Advancement to use in soliciting support for PDAs.
- B. Facilitate conversations around Nobel, Anderson and Library/Hillstrom renovation projects.

Diversity. Continue to work toward best practices in recruiting, supporting, and retaining students and faculty from historically underrepresented groups. Enhance the cultural competency of faculty. Engage in assessment of the Summer Institute for Academic Success.

Expected outcomes include

- A. Educate search committees on best practices related to hiring for diversity.
- B. Fill CFD Fellow vacancy.
- C. Connect new faculty into cohorts and make sure they are aware of resources.
- D. Hire ELL position in ASC at 30 hours.
- E. Enhance cultural competency of faculty through training in partnership with KCEL and DEIC.

General Education. Increase ownership and participation across the entire College in general education programs (Three Crowns Curriculum, January Term IEX, Liberal Arts Perspectives, First Term Seminar, and Writing Program).

Expected outcomes include

- A. If Mellon Foundation grant is secured, use funds in part to increase general education participation.
- B. Support for faculty requested faculty meeting discussion on general education.

International Education. Conduct national search for a new Center for International and Cultural Education (CICE) Director. Work to match global education budget to college goals for student global engagement within the context of limited overall resources.

Expected outcomes include

- A. Successfully hire replacement for CICE Director.
- B. Bring to the Internal Budget Committee the question of departmental study away programs.
- C. Leverage changes in financial practices to enhance student services.

January IEX. Form January Term Advisory Group. Work to gather and evaluate best practices for maximizing high-impact experiential education practices. Conduct a cost to benefit analysis of current state of January Term.

Expected outcomes include

- A. Form January Term Advisory Group.
- B. Convene the AACC to conduct January Term cost benefit analysis and consideration of alternatives.

Long-Term Adjunct Faculty. Help bring to completion the work of the senate-created working group to create and implement a new classification of long-term, non-tenure track faculty in order to justly recognize the special circumstances surrounding the expectations, workload, working conditions, and fair compensation of these valued colleagues.

Expected outcomes include

- A. Propose by 1 February 2015 new Manual language on renewable non-tenure track faculty.

Presidential Transition. Work with the incoming President to maximize the potential of the Provost model adapted in 2007. Actively engage in discussions to design the next strategic planning process.

Expected outcomes include

- A. Smooth presidential transition.
- B. Beginning of strategic planning process, according to her desired timetable.

Recruitment and Retention. Continue to involve faculty in student recruitment and retention. Greater involvement at the program level in following up with admitted students at an earlier stage in the enrollment process. Better equip faculty to articulate the value of a Gustavus liberal arts education to current and prospective students.

Expected outcomes include

- A. Dovetail with fall faculty retreat results to update practices.

- B. *By 1 February 2015, develop, in collaboration with Marketing and Communication and relevant governance groups, a set of resources to help faculty better convey the value of a liberal arts education.*

Student Evaluation of Teaching. Complete the ongoing study and pilots evaluating student evaluation of teaching (SET) instruments and delivery method. Survey faculty, students, committees, and offices involved in the electronic SETs pilots. Conclude efforts to refine both standard SET questions and optional choices.

Expected outcomes include

- A. *Completion of ongoing pilot study by 31 May 2015*
a. *New SET questions – ready for use by volunteers in Spring 2014.*
b. *Electronic SETS – ready for use in Fall 2015*
B. *Work with Personnel Committee on orderly transition to electronic SETS.*

Student Employees and Academic Assistants. Create an inventory of the range of appointments, compensation, programmatic needs, and tasks of student workers and academic assistants. Develop a guidebook for student employees and assistants. Partner with the Financial Aid Office to best utilize student employment resources. Tie student employee learning in with assessment of ISLOs.

Expected outcomes include

- A. *Develop instrument to inventory range of appointments/responsibilities by 31 January 2015.*
B. *Write first draft of Guidebook for Student Employment in Academic Affairs by 31 May 2015.*

Summer Academic Programming. Assess summer high school academic camps and revisit the question of summer classes and summer course transfer policies for current and/or rising Gustavus students.

Expected outcomes include

- A. *Plan and schedule external review of summer academic programs.*
B. *Clarify recruitment, financial, and other goals of the camps.*
C. *Begin the shared governance discussion surrounding summer courses.*

Technology/Information Support Model. Continue to upgrade the College's information infrastructure. Address the accelerating costs of electronic library subscriptions. Create a plan for ongoing classroom technology purchases and support. Bring closure to ongoing question of organizing and recognizing technology support personnel.

Expected outcomes include

- A. *Ask Library to develop plan for support of electronic subscriptions.*
B. *Discuss with ATC the technology support staffing model.*
C. *Nobel Hall improvements in classroom technology.*
D. *Improvements in Wireless technology, especially in northwest corner of campus.*
E. *Fill three open positions.*

Title IX. Stabilize processes and leadership in Title IX. Faculty Liaison to Student Life for Sexual Assault Prevention Education will conduct bystander training with faculty. Work with the Diversity, Equity and Inclusion Committee (DEIC) to strengthen and enhance our harassment and grievance policies. Strengthen faculty knowledge of harassment.

Expected outcomes include

- A. *Create online training module.*
B. *Achieve 100% compliance for faculty training by 31 December 2014.*
C. *Create Harassment Advisor Intake checklist by 31 December 2014.*
D. *Have Faculty Manual language ready for faculty and board consideration by 1 March 2015.*