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## OFFICE OF THE PROVOST GOALS FOR 2015-16

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### SUPPORT FOR STUDENT LEARNING

#### **Sustain current discussions regarding curricular innovations.**

Expected outcomes include

- A. Support the Curriculum Committee in follow up on outcomes from the Faculty Retreat.
- B. Brief the Board of Trustees and Cabinet, as appropriate, regarding any proposed curricular innovations.
- C. Provide modest support for conversations about curricular innovation.
- D. Partner with faculty and Government, Foundations, and Corporate Relations staff to seek out grants to support curricular innovation.

#### **Enhance ongoing efforts to measure and improve student learning.**

Expected outcomes include

- A. Collect institution-wide data for two ISLOs (i.e., Intercultural Understanding and Ethical Reflection).
- B. Analyze and share the ISLO data collected.
- C. Plan for upcoming assessment of the Cognitive Practice and Intellectual Capacities ISLOs.
- D. Complete another cycle of Liberal Arts Perspective (LAP) assessment; disseminate results among area faculty.
- E. Leverage resources from AAC&U partnership to enhance faculty development around measuring and improving student learning.
- F. Partner with the Writing Across the Curriculum (WAC) to support faculty development regarding the new writing program goals.

#### **Continue to enhance and strengthen advising.**

Expected outcomes include

- A. Complete the process of assessing advising through the Academic Operations Committee (AOC) working group.
- B. Partner with the AOC to collect and implement best practices for academic advising.
- C. Work with Admission, the Academic Support Center, Career Development, and academic departments to identify pre-professional program advisors.
- D. Solidify plans for the consolidated Academic Support Center in the renovated Anderson.

#### **Work to improve regularity of course offerings in Interdisciplinary Programs.**

Expected outcomes include

- A. Raise with the Department Chairs and Program Directors Committee (DCPDC) and Faculty Personnel Committee the possibility of *Faculty Manual* language that would enable expanding the number of dual appointments.
- B. Establish a mechanism to consider interdisciplinary contributions in the leave replacement and tenure-track faculty request processes.
- C. Improve marketing for interdisciplinary programs through greater web presences, and visibility at summer registration, Celebration of Creative Inquiry, and the majors/minors fair.
- D. Research best practices at peer institutions for staffing interdisciplinary programs.
- E. Support integration of community-based learning in interdisciplinary programs with faculty development, time, and/or money.

**Work with architectural firms and inhabiting departments/offices to complete construction documents for Anderson and Nobel building projects.**

Expected outcomes include

- A. Complete construction documents that reflect realistic needs, anticipated growth, and future directions in the field.
- B. Continue to assist in fundraising for Anderson and Nobel building projects.
- C. Initiate conversations about technology support in the new facilities (e.g., sustained funding for replacement).

**SUPPORT FOR FACULTY**

**Continue to make meaningful progress for improved compensation.**

Expected outcomes include

- A. Work with the Faculty Senate Compensation Subcommittee to use AAUP/peer data to monitor progress.
- B. Advocate for Compensation Subcommittee recommendations to the Internal Budget Committee
- C. Continue to inform and advocate to the Board of Trustees Institutional Resource Group.

**Evaluate the current Provost Office organization and conduct the appropriate searches.**

Expected outcomes include

- A. Survey Department Chairs, Provost's Council, Faculty Senate, Academic Affairs Coordinating Council, and Cabinet, and benchmark peers for best practices.
- B. Report to the faculty on current office structure and any anticipated changes.
- C. Create a job description that reflects the input of selected constituents.
- D. Successful hire of appropriate staffing.

**Enhance conditions for non-tenure-track faculty.**

Expected outcomes include

- A. Brief the Board of Trustees' Academic Affairs Committee on process and possible outcomes of the Faculty Senate-created working group to create and implement a new classification of long-term, non-tenure-track faculty.
- B. Help bring to completion the work of the Faculty Senate's working group.
- C. Pilot travel funds for first-year, non-tenure-track faculty (2-year program).
- D. Explore with the Senate Compensation Subcommittee appropriate compensation levels for full-time adjunct faculty.

**Continue to sustain and develop initiatives that support faculty research, scholarship, creativity, and student-faculty collaboration.**

Expected outcomes include

- A. Provide grant writing assistance and compliance support in cooperation with the Director of Government, Foundation, and Corporate Relations.
- B. Continue to work toward permanently funding the First Year Research Experience (FYRE) program and initiate conversations about using FYRE as a model for other divisions.
- C. Seek expanded funding for Presidential and Research, Scholarship, and Creativity grants.
- D. Conduct an updated benchmark study to see what our peers are currently offering for faculty professional development accounts (PDAs).
- E. Help facilitate and provide modest support to small groups of faculty who are pursuing the feasibility of programmatic grant opportunities.

## **SUPPORT FOR COLLEGE-WIDE INITIATIVES**

### **Continue to meet Higher Learning Commission (HLC) mandates.**

Expected outcomes include

- A. Timely submission (December 2015) of a complete and accurate document that addresses assessment concerns identified by the HLC.
- B. Continue shared governance work in consultation with faculty and Board leadership in anticipation of the December 2016 progress report.

### **Provide continuing leadership in the areas of diversity and inclusion.**

Expected outcomes include

- A. Work with the Diversity, Equity, and Inclusion Committee and the Office of the President to better organize diversity efforts College-wide.
- B. Provide faculty with the resources to incorporate intercultural classroom best practices.
- C. Offer Liberal Arts Search Representative (LASR) training; beginning in 2016-17 trained LASRs will be required on all tenure-track searches.
- D. Continue to work the affirmative action plan.
- E. Work with Advancement to endow the Bruce Gray Postdoctoral Fellow position.
- F. Maintain a presence in conversations on faculty diversity in national professional organizations.

### **Offer support during staffing transitions in Human Resources.**

Expected outcomes include

- A. Support college-wide mandated compliance efforts (e.g., Title IX, VAWA/SAVE, Clery Affirmative Action).
- B. Train and support the network of College harassment advisors and harassment grievance officers.
- C. Participate in the search for the new Director of Human Resources.

### **Participate in and help facilitate the College-wide strategic planning process.**

Expected outcomes include

- A. Connect priorities of Academic Affairs to the strategic planning process/goals.
- B. Continued service on the Planning Leadership Team (PLT) (Provost) and Strategic Action Team (SAT) (Deans, Shanon Nowell, and Linda Steinhaus).
- C. Liaise with the Curriculum Committee and other relevant units regarding academic innovation discussions.

### **Expand academic offerings to non-traditional audiences.**

Expected outcomes include

- A. Initiate a summer academic program leadership team.
- B. Meet the Curriculum Committee's mandate to provide programming for adult learners.
- C. Expand admission and donor capacities through connections created through these non-traditional academic initiatives.

### **Accelerate innovation in technology.**

Expected outcomes include

- A. Support improvements in wireless access across campus.
- B. Support the successful adoption of a cloud-based desktop backup system.
- C. Support the implementation of a new Website redesign.