

Office of the Provost Goals for 2017-18

Goal 1: Cultivate learning and discovery in students

Facilitate/support work toward curricular innovation (aligns with Acts strategy 2.1)

- Facilitate approval of the new general education curriculum
- Complete a feasibility study for the implementation of post-graduate programs
- Facilitate collaboration between Faculty Senate and the Curriculum Committee
- Initiate the regular (ten-year) review process of January IEX
- Create space for course pilots within faculty teaching loads

Promote initiatives that enhance diversity, build cultural competencies, and develop global perspectives in our students (aligns with Acts strategies 1.1, 2.1.3, and 2.1.4)

- Assist with onboarding of the Multilingual and Intercultural Program Coordinator, Carly Overfelt
- Continue to support and make progress on the recommendations from the [International Student Task Force report](#)
- Support the work of the Special Assistant to the President on Diversity, Equity, and Inclusion, Alisa Rosenthal
- Support the Title IX coordinator and participate in education and prevention initiatives
- Assist CARE in retention efforts

Lead college-wide efforts to make evidence-based decisions that enhance the Gustavus experience of our students (aligns with Acts strategies 2.1.5 and 3.2)

- Share senior survey results with relevant offices/departments
- Support Institutional Research in data acquisition, analysis, and sharing
- Use institutional data to inform decision-making, strategic planning, and resource allocation
- Present relevant institutional data to the faculty on a regular basis
- Develop a recommendation about implementation of post-graduate programs based upon the results of a feasibility study
- Work with the Special Assistant to the President on Diversity, Equity, and Inclusion, Alisa Rosenthal, in the gathering of evidence

Implement a comprehensive curricular assessment plan that enforces a culture of evidence and continuous improvement (aligns with Acts strategies 2.1 and 3.2)

- Support departments and programs in the development of curriculum maps, departmental assessment plans, and five-year goals related to assessment
- Align language and tools for assessment of curricular and co-curricular outcomes in support of a comprehensive plan
- Pilot assessment processes and methods that will support a new general education curriculum

Lead campus-wide efforts involving advising (aligns with Acts strategies 2.2 and 2.3)

- Support CARE (Center for Academic Resources and Enhancement) in launching Starfish
- Develop and begin to implement a sustainable advising model that support students interested in pre-health professions

- Begin to implement the recommendations from the AOC (Academic Operations Committee) [report on academic advising](#)
- Partner with campus offices (e.g., Career Development, Chaplain's Office) to enrich the advising experience of our students

Goal 2: Support faculty in a culture of excellence and innovation

Advance progress on employee compensation and benefits (aligns with Acts strategies 3.1 and 3.3)

- Develop a 5-year faculty compensation plan to achieve 50th percentile AAUP at all ranks
- Collaborate with the Compensation Committee, Internal Budget Committee, Cabinet, and Board of Trustees to implement year one of the faculty compensation plan
- Support the creation and the work of a Gustavus Employee Compensation Committee that encompasses the work of the current faculty Compensation Committee and the Benefits Advisory Committee

Advance faculty research, scholarship, and creativity (aligns with Acts strategy 2.1.2)

- Support the work of the Grants Offices to enhance faculty engagement with funding opportunities
- Support the work of the Grants Offices in the development of policies and procedures that facilitate faculty work in grant writing, acquisition, execution, and reporting
- Perform financial analysis, and create a plan and process for implementation of faculty PDAs (professional development accounts)
- Support the Kendall Center Faculty Associate for Research, Scholarship, Creativity, and Dialogue, Blake Couey, and the Director of Undergraduate Research, Eric Dugdale, in advancing faculty-student RSC opportunities

Identify and address challenges in academic facilities, technology, and resources (aligns with Acts strategy 2.6)

- Facilitate completion of construction documents and initiation of construction for Nobel Hall of Science in collaboration with Nobel faculty, Advancement, Finance, and Facilities
- Support Facilities in updating the Facility Condition Assessment, with particular attention to academic facilities, classrooms, and laboratories
- Participate and represent the academic program in the development of plans for the expansion and renovation of Lund Center

Strengthen the mechanisms by which we collect and use evidence to make decisions regarding planning, budgeting, staffing, and resource allocation (aligns with Acts strategies 2.1.5 and 3.2)

- Implement an updated and streamlined course planning and non-tenure-track staffing request process
- Work with the Faculty Senate on the development and consideration of a program addition/prioritization tool and process
- Support departments/programs with a zero-based budgeting process
- Review and (if necessary) revise the Continuing Faculty and/or tenure-track position request to ensure access to the evidence necessary for decision making
- Support departments and programs in the development of curriculum maps for student learning outcomes

- Allow for opportunities for faculty, departments, committees, and the Senate provide input that informs prioritization of initiatives and resources related to the academic program.

Support and lead efforts to examine appropriate balance among teaching, scholarship, and service (aligns with Acts strategies 2.1.5 and 3.1)

- Support the work of the Senate on committee restructuring
- Examine the impact of proposed general education curricular change on faculty teaching expectations
- Create and share workload and financial models that support curricular and committee structure proposals
- Work with the Grants Offices to clearly define the different ways in which faculty are paid to do work that goes beyond base pay

Actively support the Provost search process and provide assistance in developing the structure of the office, as identified by the faculty, President, Cabinet, and office staff (aligns with Acts strategies 3.3 and 3.4)

Strengthen the review and reporting processes for faculty, departments, and programs (aligns with Acts strategies 2.5 and 3.3)

- Support the work of the Faculty Personnel Committee in gathering information and making a recommendation on faculty evaluation and review
- Provide support to department chairs and faculty conducting faculty reviews for non-tenure-track faculty, tenure-track faculty, and continuing faculty
- Create templates to facilitate a comprehensive review process for probationary faculty
- Define the objective of department/program and faculty annual reports and create prompts that address the objectives

Goal 3: Foster an inclusive community in which all employees thrive and contribute to the direction of the College

Actively collaborate across divisions to create and maintain an inclusive and equitable campus, paying particular attention to the goals identified in the [PCDEI \(President's Council on Diversity, Equity, and Inclusion\)](#) blueprint (aligns with Acts strategies 1.1 and 3.3)

- Implement updated faculty hiring guidelines for tenure-track searches, with potential expansion to non-tenure-track searches
- Define and make clear the institutional resources available to international faculty to support their ability to work at Gustavus
- Collaborate with the Special Assistant to the President on Diversity, Equity, and Inclusion and the Kendall Center Faculty Associate for Diversity and Inclusive Excellence

Model effective communication across the college (aligns with Acts strategy 1.1)

- Continue collaboration with Marketing and Communication on the academic components of the College website and promotional materials
- Continue to work with Admission, Gustavus Technology Services, and faculty on departmental/program webpages
- Create opportunities for small group interactions between Provost Office leaders and faculty

- Continue to have frequent, productive, and open sharing of information across divisions and with the faculty

Create meaningful ways to signify the value of non-tenure-track faculty to our community (aligns with Acts strategies 1.1 and 3.3)

- Examine compensation for part-time faculty (i.e., per-course rate) as part of overall compensation planning
- Identify ways the College can support long-term non-tenure-track faculty
- Examine faculty status designations