

Academic Affairs Annual Report
Status Update—Goals for AY2018
June 15, 2018

Report on Progress Toward 2017-18 Institutional Goals

1. Student Engagement/Experience—see below
2. Center for Life's Work—see below
3. Diversity and Inclusion—see below
4. Digital Learning Initiatives—see below
5. Retention and Graduation Rates
 - Improved capacity of freshman to finish their first year on-track with appropriate credits for graduation in four years (80.4% of the 2017 freshman cohort compared to a historical average of 74.6% for 2009-2016);
 - Adjusted advising across institution to help students stay on track with credits;
 - Freshman retention rate at 84%; 86% for transfer students (#s may change slightly from time of writing);
 - Conducted interviews with non-returning students to assess reasons for leaving and evidence of engagement;
 - Developed and administered student survey on experience and attrition factors
 - Developed report on graduation rates and factors of attrition;
 - Worked with Student Life to develop programming to increase engagement—launching Fall 2018;
 - Worked with Marketing to develop app to improve student engagement—launching Fall 2018;
 - Fully implemented online Student Planning module, which allows students to build an entire academic plan to graduation for all future semesters;
 - Eliminated part-time probation status based on review of national and Nazareth data that indicate status negatively impacts retention and graduation rates.
6. Communication Plan for Internal and External Constituents
 - Developing student app, in collaboration with Admissions and Marketing;
 - Conducted surveys to gain student input on a variety of topics, from the library to digital learning to student experience;
 - IR office conducted outreach to chairs/departments/schools and colleges regarding data trends and student retention topics.
7. Opportunities for Organizational Development/Success
 - Identified potential new programs in data/computer science/AI areas;
 - Implemented marketing study for new programs;
 - Developed student engagement/experience programming.

Report on Progress Toward 2017-18 Academic Affairs Goals

1. Develop an integrated student experience

- Worked with Student Life to develop shared interest housing, launching in Fall 2018 (6 new themes, Honors-Scholars LLC);
- Established linked ACS-FYS sections based on successful Spring 2018 pilot;
- Completed the Experiential Record and prepared for launch in Fall 2018;
- Added interdisciplinary element to the Core through team teaching and CME+ sections developed for Fall 2018;
- Developing coordinated ACS-Residential Floor Programming for Fall 2018;
- Focused Fall 2017 Assembly Day on topic, with guest speaker from AACU;
- Worked with Marketing and Admissions on a Student Engagement App for Fall 2018 launch;
- New role, explicit expectations, and resources developed for ACS instructors focusing on providing transition support to new students;
- College-wide transfer peer mentor program under development, to be launched in Spring 2019;
- Increased the number of students studying abroad (58 semester or year-long experiences and 222 short-term experiences);
- Developed three new short-term study abroad programs to launch in 2019;
- Held first full-day CARS program;
- Conducted focus groups to understand student preferences/interests, reasons for retaining/leaving;
- Conducted library survey and adjusted hours/services accordingly;
- Began revision of the Honors Interdisciplinary Minor Program, with first initiatives beginning in Fall 2018.

2. Develop and extend the Center for Life's Work

- Increased integration of CFLW into majors and programs by hiring final career coach and establishing a liaison with all departments;
- Increased outreach to students—engaged with 90%+ of all undergraduate students;
- Launched Faculty Advisory Board;
- Launched and implemented SPARK—72 internships, 4 research experiences, 67 study abroad experiences;
- Developed and implemented Enhanced Student Employment Initiative—80 students were hired into new enhanced student employment positions. Conducted survey to assess reasons students were not using work-study and developed education strategy for implementation in FA 18;
- Developed a graduate student plan and outreach strategy, including a representative on the Graduate Advisory Council;
- Created an alumni and employer relations/outreach strategy;
- Developed partnership with ODI to better serve diverse populations and promote a culture of inclusivity;
- Finalized the Experiential Record;
- Expanded outreach to students, with a 34% increase in event attendees, a 44% increase in total coaching appointments, and an average number of touch points with each undergraduate increasing to 4+.

3. Establish processes for assessing and altering faculty workload

- Defined standard stipend categories and amounts for chairs, program directors, and administrative roles;
- Created a system for categorizing and allotting reassigned time;
- Began development of plans for a teaching load transition: SOE and SOM have completed plans, HHS and CAS remain in process, with CAS expected to complete its plan in 2018.

4. Support diversity and inclusion initiatives

- Worked with CDO to expand MLK programming for 2018;
- Completed Chosen Name project, allowing students, particularly transgender students, to select a chosen name for use in internal campus communications;
- Worked with new VPDI to begin process of integrating diversity within Academic Affairs;
- Increased diversity in faculty recruitment, for both applicants and hires, though still working on this goal;
- Initiated focus on mentoring/retention of diverse faculty and staff;
- Linked VPDI with faculty leaders/programs to expand diversity work;
- Reorganized and established new chair for Accessibility Committee;
- Began process of building global citizenship concept through integrating Visiting Scholars, opening discussion on programming for themed floor, and connection Beston Chair to Residence Life.

5. Support Professional Development

- Reorganized department chairs training;
- Instituted professional development programming for adjuncts;
- Revised new faculty training and manual and implemented new information series throughout the year;
- Established expectation for all entering faculty to complete Master Advising Training;
- Opened opportunities for faculty and staff to attend professional development activities;
- Established a faculty scholarship/creative work celebration and teaching award;
- Developed a new, online course evaluation system, piloted and tested in Spring 2018 and ready to launch in Fall 2018;
- Established new platform for Annual Faculty Evaluation process—piloted Spring 2018.

6. Develop a comprehensive plan to guide digital learning/initiatives

- Digital strategic plan completed Spring 2018;
- Training course for hybrid/online courses revised and improved;
- Identification of potential e-portfolio systems begun with IT; further discussion required regarding implementation timeline.

7. Re-examine and adapt the Core

- Linked Core to the Liberal Arts for the 21st Century initiative through focus on interdisciplinary teaching models (to pilot in Fall 2018) and more intentional integration of liberal arts and professional preparation;
- Developed CME plus courses, with enhanced focus on professional development, to be introduced in Fall 2018;
- Worked with departments to consider developing interdisciplinary PEQs.

8. Improve support for and integration of graduate programs

- Developed graduate studies strategic plan and identified priorities for phased implementation;
- Provided access to research/conference support for graduate students;

- Incorporated a dedicated graduate session into CARS;
- Implemented close coordination with Admissions;
- Tasked IR with providing data/support for graduate programming;
- Worked with Marketing to increase visibility of graduate education;
- Developed New Graduate Students Welcome program for Orientation Weekend—launching Fall 2018.

9. Work with Marketing and Admissions

- Strengthened alumni connections and links with Development through new position in CFLW;
- Began exploration of new program areas such as data, computer science, and AI;
- Identified funding needs and worked with Student Life to support co-curricular activities;
- Developed student app to enhance engagement (launch Fall 2018).