

Academic Affairs Annual Report
June 5, 2017

1. Report on Progress Toward 2016-17 Institutional Goals

A. Distinctiveness--The Center for Life's Work

- Saw 25% of first year students
- Remains below articulated target of 100% because of shift to a comprehensive approach to reaching all students in Spring 2017, rather than more singular focus on first year students
- 460% (627 students) increase in students having one-on-one meetings with a career coach
- Quadrupled the number of students seeing a career coach more than once
- Incorporated an action-focused model, which meant that 95% of students could identify a next step for action after meeting with a career coach
- Developed a baseline of annual metrics for longitudinal comparisons
- Planned and implemented 66 different events and workshops, which attracted 1000 students
- Coordinated all-campus job and internship fair that attracted over 80 employing organizations
- Established Handshake as the online career management system, and increased full-time job postings (127%) and internship postings (229%)
- Made over 100 visits to area employers
- Increased civic engagement activities and achieved integration and diversity outcomes through those activities (99% of students reported they could connect experience to their academic learning and 95% reported they had increased ability to work in diverse environments)
- Launched Internship Symposium event bringing together students, alumni, and internship site supervisors
- 100% of interns met outlined expectations for communicating value of internship experience

B. Diversity and Inclusion

- Completed Strategic Plan for Diversity and Inclusion, passed by Senate
- Made limited progress on recruiting diverse faculty and staff--departmental experience was varied, and saw marginal success
- Struggled to get diverse candidates in pool and then move them to interview stage
- Held diversity recruitment training workshop for search committee chairs to guide 2017-18 process
- Worked with Ad Hoc Committee to develop programming for faculty and staff, including expansion of MLK Day activities.

C. Global Learning

- Completed report by Global Learning Task Force
- Completed a strategic plan for the Center for International Education
- Began process of centralizing existing study abroad programs under auspices of CIE and assessing/strengthening connections with external partners and third party providers

- Signed MOU with Global Maximum Educational Opportunities to create internship opportunities in China

D. Place-Based Education

- Process begun to develop integrated student experience combining all aspects of curricular and co-curricular opportunities on campus
- Day-long workshop held bringing together staff and faculty from Academic Affairs and Student Development to outline primary strategic goals of initiative
- Plan for next steps developed from outcome of workshop

E. Enrollment/Retention

- Freshman to sophomore retention decreased by 2%, to 83%, at time of writing
- Increased outreach to students to assess reasons for non-retention
- Convened small working group to address graduation rates and identify strategies for improvement

Report on Progress Toward 2016-17 Academic Affairs Goals

A. Student Success and Support Services

- Freshman to sophomore retention declined (83% at time of writing) from last year
- Report on student success/retention became a regular part of the enrollment town hall
- NSSE data used to inform the larger community about student success, and feedback was incorporated into ongoing initiatives
- Successfully piloted Ellucian Student Planning Module with full implementation set for 2017-18
- First annual Student Success Awards held, with very positive feedback
- Working group subset of Retention and Student Success Advisory Group developing a high level report on graduation rates and how to improve them

B. Support the completion of the strategic plan for diversity and inclusion

- Plan completed and supported by Senate as well as VPAA
- Revised protocols for searches implemented but yielded limited results due to insufficient training for search committees
- Workshop focusing on how to attract diverse candidates held for search committee chairs for 2017-18 searches
- Worked with Ad Hoc Committee on Diversity and Inclusion and Office of Diversity and Inclusion to develop programming for fall to maintain momentum before VPDI arrives

C. Develop leadership in Academic Affairs

- Council of Chairs purpose redefined and new model for chair development established

D. Global Learning

- Began process of centralizing study abroad programs/partnerships under auspices of Center for International Education
- Began process of assessing and strengthening curriculum of study abroad programs and assessing potentials for expanding to additional majors
- CIE director worked with Faculty and Staff Advisory Board to identify policies and procedures to follow in all aspects of study abroad
- Opened new academic programs in India and the Dominican Republic, including service learning components
- Moved global scholar initiative to 2017-18 focus

E. Complete the strategic planning process of graduate studies

- Completed strategic plan for graduate studies
- In initial stages of developing plan for graduate studies pending new personnel in VPAA office

F. Center for Life's Work

- Initiated first year of programming for CFLW
- Hired an executive director, three career coaches, and an assistant director for internships
- Switched to a liaison model that allowed coaches to work directly with academic programs and majors

- Assistant Director for Alumni and Employee Relations approved, search launched in June 2017
- Shifted to a comprehensive approach toward reaching students, away from focus on first-year students only, leading to a 330% increase in contacts with students
- Developed a centralized, team-based structure for career services, internships, and civic engagement

G. Student-Faculty Ratio and Faculty Workload

- Completed report of the Ad Hoc Committee on Faculty Workload
- Began process of reducing committee service through Senate Executive Committee

