

***Advancing “First in 2009”
2003-04 Priorities and Action Plans:
Academic Affairs****

***First in 2009 Goal 1:
Strengthen the Academic Qualifications of Entering Students***

Priorities & Timeline	Action Steps	By whom
Enrollment Planning Initiatives August 03-May 04	<ul style="list-style-type: none"> ▪ Revise and implement new admission procedures for Honors and Scholars students. ▪ Plan and implement curricular and co-curricular opportunities for Oxford and Harrison Scholars. ▪ Develop more departmental and divisional honors programs. ▪ Develop plan for selectively increasing graduate enrollments 	Admissions, Honors, Chairs, COAD Dean of the Graduate School, Graduate Council
FYE: Choice Matters Fall 2003	<ul style="list-style-type: none"> ▪ Continue to modify the campus tour, Red Carpet Days, and recruitment materials. ▪ Integrate curricular and co-curricular programs 	FYE Coordinators (Academic Affairs and Student Affairs), Alumni Affairs

***First in 2009 Goal 2:
Strengthen the Academic Qualifications of New Faculty and the Academic Support for All Faculty***

Promotion and Tenure May 2004	<ul style="list-style-type: none"> ▪ Conjoin promotion and tenure; revise MUPIM guidelines ▪ Hold open meetings to discuss guidelines 	Chairs, COAD, Senate ad hoc committees
Career Development ongoing	<ul style="list-style-type: none"> ▪ Communicate expectations for faculty and staff ▪ Promote workshops and seminars both on- and off-campus 	WLIP, Marsha McIntosh
Faculty Development August 03- May 04	<ul style="list-style-type: none"> ▪ Develop and offer a series of workshops/seminars available to 150 faculty/staff addressing rigor in the Miami Plan, effective pedagogies for large class instruction, and classroom climate ▪ Create an online calendar of on- and off-campus faculty development opportunities 	CELT, LEC, UMC, CWE, CAWC, MCIS, Library
Faculty Workload/Course Availability/Class Size Fall 2003	<ul style="list-style-type: none"> ▪ Examine the impact of new initiatives, demographics, structure, and current course offerings on faculty workload, class size and availability 	COAD

* This document reflects the prioritization of discussion themes resulting from the COAD/Coordinating Council retreat held April 30, 2003 as well as ongoing themes from AY 2002-03..

The following abbreviations are utilized: COAD=Council of Academic Deans; FYE=First Year Experience; CELT=Center for the Enhancement of Learning and Teaching; CC=[First in 2009] Coordinating Council; CPAC=Classified Personnel Advisory Committee; CWE=Center for Writing Excellence; LEC=Liberal Education Council; UMC=University Multicultural Council; CAWC=Center for American and World Cultures; OARS=Office for the Advancement of Research and Scholarship, UPAC=Unclassified Personnel Advisory Committee; WLIP=Women’s Leadership Initiative Project

Graduate Students August 03-May 04	<ul style="list-style-type: none"> ▪ Monitor targeted stipend enhancements ▪ Offer more support for research and creative efforts ▪ Promote reality that graduate and undergraduate education are mutually reinforcing, symbiotic ▪ Promote graduate-undergraduate mentorship programs ▪ Strengthen training and support for classroom teaching ▪ Clarify role of teacher-scholar ▪ Increase number of graduate students in EAP (Master's degree) 	Provost, Dean of the Graduate School, COAD, CC

***First in 2009 Goal 3:
Develop a Curriculum for the 21st Century***

FYE: First-Year Seminars August 03-May 04	<ul style="list-style-type: none"> ▪ Call for proposals for AY 04-05 ▪ Create First-Year Experience website. 	FYE Coordinators, Deans & Chairs
Liberal Education August 03-May 04	<ul style="list-style-type: none"> ▪ Implement recommendations of the ad hoc Liberal Education CC Committee (Divisions & departments assume more responsibility for assessment of quality & rigor of courses; LEC become more consultative & supportive; LEC assess student learning outcomes and perceptions of entire MP experience; CELT & LEC provide workshops on the MP for new faculty & graduate students; senior faculty mentor new faculty on the MP; individual courses assessed by departments & divisions for program review; increase percentage of MP courses taught by tenured and tenure-track faculty) 	Director of LEC, LEC, Deans, Provost, Chairs, CELT
Global Citizenship/Curriculum for the 21 st Century August 03-May 04	<ul style="list-style-type: none"> ▪ Implement "Communication Across Difference" curricular option ▪ Add global citizenship enhancements across the curriculum ▪ Plan all-university "Citizens of the World" theme for AY 04-05 	UMC Curriculum Committee, LEC, Chairs, COAD, All-University Theme committee
Leadership August 03-May 04	<ul style="list-style-type: none"> ▪ Advance academic interest in leadership 	Wilks Leadership Institute
Assessment August 03-04	<ul style="list-style-type: none"> ▪ Assess learning outcomes and student perceptions ▪ Analyze NSSE data 	LEC, Accreditation Committee, Jerry Stonewater
Information Technology August 03-04	<ul style="list-style-type: none"> ▪ Create inventory of existing uses and needs for information technology ▪ Develop plan for increasing faculty use of technology to deepen student learning 	VP for Information Technology, Library, (MCIS)

***First in 2009 Goal 4:
Strengthen Academic Standards and Enrich Campus Intellectual and Cultural Life***

Advising and Retention August 03-May 04	<ul style="list-style-type: none"> ▪ Develop and implement recommendations from the Advising and Retention Committee 	Student Affairs/Academic Affairs, FYE Coordinators,
--	---	---

	<ul style="list-style-type: none"> ▪ Improve training for all advisors ▪ Develop four-year developmental advising plan ▪ Develop “Choice Matters” concept for upperclassmen (through joint efforts of Academic and Student Affairs) 	Acting Director of Advising and Retention, ID Committee, COAD, Student Affairs, Admission, ad hoc Advising Committee
Multicultural Learning Environment Fall 2003	<ul style="list-style-type: none"> ▪ Develop a centralized communication structure to coordinate information about programs, services, courses, student organizations, and other resources for multicultural learning and groups 	Director CAWC, UMC
Enrollment Planning Ongoing	<ul style="list-style-type: none"> ▪ Continue efforts to increase the quality and quantity of transfer, minority and international student applicants 	Enrollment Management Team
Grading and Levels of Academic Challenge August 03-May 04	<ul style="list-style-type: none"> ▪ Continue departmental discussions on grading criteria within the discipline and across disciplines ▪ Establish guidelines for Dean’s list ▪ Create departmental statements of grading criteria and assessment efforts 	Chairs, COAD, Senate Academic Policy Committee

***First in 2009 Goal 5:
Increase the Diversity of the Faculty, Staff and Student Body***

Diversity Ongoing	<ul style="list-style-type: none"> ▪ Increase the number of minorities among the student body (University Diversity Plan Goals); ▪ Increase the number of minorities among faculty and staff (University Diversity Plan Goals); ▪ Evaluate progress on attaining University Diversity Plan Goals 	Univ. Multicultural Council, COAD
Communication August 03-May 04	<ul style="list-style-type: none"> ▪ Hold Campus-wide discourse on inclusion issues (gay/lesbian, town-gown, integration of diversity efforts, faculty/staff voice in governance); strategize how to involve more faculty in the discourse ▪ Continue conversations about the results of the Campus Climate Survey ▪ Utilize diversity as an educational resource ▪ Develop position papers as bases for discussions 	UMC, COAD, CC, CPAC. UPAC, fora, fireside chats, town-hall meetings, brown bag lunches
Inclusive Classroom Environment August 03-May 04	<ul style="list-style-type: none"> ▪ Establish annual meetings of new faculty and teaching assistants ▪ Develop a one-hour training session about classroom climate ▪ Implementation of report from AAC&U Summer Institute on Creating an Inclusive Environment 	CELT, UMC Climate Committee, CAWC, team of five faculty & staff who attended AAC&U Summer Institute 2003, CC

***First in 2009 Goal 6:
Enhance the Campus, Buildings and System***

Instructional and Information Technology August 03-May 04	<ul style="list-style-type: none"> ▪ Continue technology infrastructure planning 	VP of Information Technology
--	---	------------------------------

Provost's Office July 2003 and July 2004	<ul style="list-style-type: none"> ▪ Implement further revisions to organizational structure 	Provost
---	---	---------

***First in 2009 Goal 7:
Strengthen University Revenue Base***

Ongoing	<ul style="list-style-type: none"> ▪ Participate fully in capital campaign fundraising efforts 	COAD
Ongoing	<ul style="list-style-type: none"> ▪ Increase external grant and contract support for faculty research by 4% annually ▪ Increase external instructional grant support by 4% annually 	OARS, Deans, Chairs, Graduate Council

***First in 2009 Goal 8:
Improve Benchmarking with Peer Institutions***

Departmental/Divisional Benchmarking August 03-May 04	<ul style="list-style-type: none"> ▪ Analyze benchmarking initiatives ▪ Continue doing and strengthening benchmarking and assessment efforts 	COAD, Chairs, Paul Anderson, Jerry Stonewater
---	--	---