**VISION 2021 Unit Planning Objective**

**Goal 1: Academics**

**Unit Name: College of Arts and Sciences**

**Responsible Party:** Associate Deans

**Unit Objective Title:** Revise Faculty Evaluation

**Unit Objective Description:** To support systemic change as part of the strategic plan, the College of Arts and Sciences will undertake a broad faculty driven revision of the faculty evaluation process—including class evaluations, teaching observations, merit procedures, tenure and promotion guidelines.

**Relationship of Unit Objective to Strategic Plan:**

|  |  |  |  |
| --- | --- | --- | --- |
| Primary Strategic Goal: | Academics | Strategic Goal Objective: | 1-5 |
| Strategic Goal: | Dynamic | Strategic Goal Objective: | 4 |
| Strategic Goal: | Leadership | Strategic Goal Objective: | 4 |
| Strategic Goal: | Scholarship | Strategic Goal Objective: | 1-4 |
| Strategic Goal: | Civic Engagement | Strategic Goal Objective: | 2 |
| Strategic Goal: | Agility | Strategic Goal Objective: | 3 |

**Tasks for Year 1: Revise Course Evaluations**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/15 | 10/1/15 | Each division identifies an existing committee or forms a task force to review and if appropriate revise course evaluations and classroom observation procedure. |  |
| 10/1/15 | 11/1/15 | College-wide professional development program for members of committees. Identify best practices. | $500 |
| 11/1/15 | 2/1/16 | Groups draft revisions. |  |
| 2/1/16 | 3/1/16 | College-wide meeting to share ideas and each group finalizes their proposal. | $500 |
| 4/1/16 | 5/1/16 | Each academic unit approves revised course evaluation. |  |

**Tasks for Year 2: Revise Merit Documentation**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/16 | 10/1/16 | Each division identifies an existing committee or forms a task force to review and if appropriate revise merit evaluations. |  |
| 10/1/16 | 11/1/16 | College-wide professional development program for members of committees. Identify best practices. | $500 |
| 11/1/16 | 2/1/17 | Groups draft revisions. |  |
| 2/1/17 | 3/1/17 | College-wide meeting to share ideas and each group finalizes their proposal. | $500 |
| 4/1/17 | 5/1/17 | Each division approves revised merit documents. |  |

**Tasks for Year 3:**

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| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/17 | 10/1/17 | Each division identifies an existing committee or forms a task force to review and if appropriate revise promotion and tenure guidelines. |  |
| 10/1/17 | 11/1/17 | College wide professional development program for members of committees. Identify best practices. | $500 |
| 11/1/17 | 2/1/18 | Groups draft revisions. |  |
| 2/1/18 | 3/1/18 | College wide meeting to share ideas and each group finalizes their proposal. | $500 |
| 4/1/18 | 5/1/18 | Each division approves revised promotion and tenure guidelines. |  |

**Assessment Measures**:

All academic units will have review and if appropriate revised course evaluations, merit guidelines and promotion and tenure guidelines that recognize faculty contributions to rigorous academics, high impact practices, leadership, scholarship, civic engagement, and institutional agility.

**Intended Results**:

**Year 1 Intended Results**: The units will create revised class evaluations.

**Year 2 Intended Results**: The units will create revised merit documents.

**Year 3 Intended Results**: The units will create revised P&T guidelines.

**Units Impacted (if any):** All academic units. Office of pedagogical support will organize professional development program and meetings.

VISION 2021 Unit Planning Objective

**Unit Name: College of Arts and Sciences**

**Unit Objective Title:** Articulate characteristics of rigorous academic expectations and practices.

**Responsible Party:** Department Chairs

**Unit Objective Description:** The Faculty in the College of Arts and Sciences will discuss what rigorous academic means and develop shared language for describing the characteristics of rigorous academic expectations.

**Relationship of Unit Objective to Strategic Plan:**

|  |  |  |  |
| --- | --- | --- | --- |
| Primary Strategic Goal: | Rigorous Academics | Strategic Goal Objective: | 1 |

**Tasks for Year 1:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2015 | 4/1/2016 | CAS develops a list of 8 characteristics of rigorous academic expectations and associated practices to be used for assessment. Use brown bag lunch and discussions to facilitate. |  |

**Tasks for Year 2:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2016 | 12/1/2016 | Departments and programs select 4 items from the university list of characteristics of rigorous academic expectations and associated practices to be used for assessment. |  |
| 1/1/2017 | 4/1/2017 | Departments and programs identify discipline specific characteristics of rigorous academic expectations and associated practices—that are not part of University list—that they want to use for assessment. |  |

**Assessment Measures**:

Faculty Council Executive Committee approves characteristics of rigorous academic expectations

All departments and programs submit report that identifies their selected characteristics

**Intended Results**:

**Year 1 Intended Results**: Characteristics are developed

**Year 2 Intended Results**: Departments identify characteristics for their discipline

**Units Impacted (if any):** Faculty Council Executive Committee

**VISION 2021 Unit Planning Objective**

**Unit Name: College of Arts and Sciences**

**Unit Objective Title:** Raise the level of academic rigor.

**Responsible Party:** Department Chairs

**Unit Objective Description:** Raise the level of academic rigor.

**Relationship of Unit Objective to Strategic Plan:**

|  |  |  |  |
| --- | --- | --- | --- |
| Primary Strategic Goal: | Rigorous Academics | Strategic Goal Objective: | 2 |

**Tasks for Year 1:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
|  |  | Tasks for this objective will begin after criteria are identified |  |

**Tasks for Year 2:**

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| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 1/1/2017 | 4/1/2017 | Departments analyze and evaluate current course materials and evaluation practices. | 3,000 |
| 4/1/2017 | 5/1/2017 | Interested departments consider how alternative testing strategies and assignment design would allow faculty to increase expectations for rigorous academics. |  |

**Tasks for Year 3:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2017 | 4/1/2017 | Departments implement plan for increased academic rigor. | 5,000 |

**Assessment Measures**:

Departmental course material analysis (e.g. Syllabus review). Departmental sets benchmarks and then analyzes if they have meet (or exceed) desired benchmarks . Departments include academic rigor in their ongoing assessment work

Faculty Council Executive Committee identifies questions from NSSE and other surveys that ask about characteristics of rigorous academic expectations. A&S Assessment and general education committee sets benchmarks for these survey questions based on 2015 NSSE. After 2018 NSEE the committee determines if the college meets (or exceeds) desired benchmarks

**Intended Results**:

**Year 2 Intended Results**: Department analysis is complete

**Year 3 Intended Results**: Departments have plan for improvement.

Increase the number of courses and other academic activities with characteristics of rigorous academic expectations and associated practices that enhance the students’ experience.

**Units Impacted (if any):** Faculty Council Executive Committee

**VISION 2021 Unit Planning Objective**

**Unit Name: College of Arts and Sciences**

**Responsible Party:** Department Chairs

**Unit Objective Title:** Expand the use of high-impact educational practices.

**Unit Objective Description:**

**Relationship of Unit Objective to Strategic Plan:**

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| --- | --- | --- | --- |
| Primary Strategic Goal: | Rigorous Academics/HIP | Strategic Goal Objective: | 3 |

**Tasks for Year 1:**

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| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2015 | 12/1/2015 | Departments review HIPs in the curriculum and discuss the number of required and optional HIPs students encounter in the curriculum for their major. |  |
| 1/1/2016 | 4/1/2016 | Departments modify courses or the curriculum so that appropriate HIPs are incorporated into the curriculum for their major. |  |

**Tasks for Year 2:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2016 | 12/1/2016 | Survey faculty to identify barriers to implementing HIPs. |  |
| 1/1/2017 | 5/1/2017 | Generate recommendations to reduce barriers to implementing HIPs. |  |
| 9/1/2016 | 5/1/2017 | Work with admissions, university relations, and faculty to increase the number of students participating in HIPs. |  |
| 9/1/2016 | 5/1/2017 | Departments will explore the development of a Departmental Forum, in which students, alumni, and full-time, adjunct, and retired faculty meet each semester to discuss current projects, present research, discuss a common reading, learning about internship or career experiences from current students and alumni, discuss the department in the context of current events, etc. One department will be selected to pilot this model. | 1000 |

**Tasks for Year 3:**

|  |  |  |  |
| --- | --- | --- | --- |
| Start Date | Due Date | Task Description | Budget $ |
| 9/1/2017 | 5/1/2018 | Departments will identify impediments to the implementation of HIPs and the college will work to develop ways to reduce these impediments. |  |

**Assessment Measures**:

After initial analysis each department will identify changes and targets for expanding high impact practices.

Faculty Council Executive Committee identifies questions from NSSE and FSSE and other surveys that ask about HIPs. A&S Assessment and general education committee sets benchmarks for these survey questions based on 2015 NSSE. After 2018 NSEE the committee determines if the college meets (or exceeds) desired benchmarks

**Intended Results**:

**Year 1 Intended Results**: Departments have a plan for increasing the number of HIPs

**Year 2 Intended Results**: The number of HIPs increases

**Year 3 Intended Results**: The number of HIPs increases

**Units Impacted (if any):** Faculty Council Executive Committee