

Plan for Excellence III

Goal 1: *Enhanced Academic Excellence and Scholarship*

1. Brief Update on Progress on Indicator: 2006 – 2007

Reached at least \$60 million per year in sponsored research and grant activity generating 10% indirect activity.

- Revised Principal Investigator’s Handbook
- Developed grant and contract plans for each school and college.
- Conducted two Deans workshops on grants and contracts.
- Hired an additional grant administrator.
- Conducted Pre- and Post-Award meetings with each school/college.
- Developed cost sharing and effort reporting policies.
- Offered \$200,000 in stipends and assigned time for grant development.
- Hosted Beth Ambos meetings on grant development.

	2004-2005	2005-2006	2006-2007
Total	\$ 27,700,341	\$ 28,604,498	\$ 34,335,054
Indirect	1,472,778	1,559,699	1,889,612

Faculty deeply engaged in scholarly work related to regional and national issues.

Continued tenure track faculty workload study and continued to reduce teaching load for tenure track faculty

2004-2005 Assistants @ 21+ wtus
 Associates and Fulls @ 21- wtus
 60% of all TT faculty had reduced teaching load.
 (Note: this does not include grant-released faculty)

2005-2006.1 All @ 21- wtus
 66% of TT faculty had reduced teaching loads

2006-2007.1 Offered another \$650,000 in grants and awards, much of this being a reduction in teaching units or assigned time

Applied for and gained Engaged Community status from the Carnegie Foundation

Mechanisms in place that help faculty mentor and support each other in learning to design and implement service-learning and other community based courses.

Expanded support to Civic Engagement and Service Learning from \$166,892 in 2005-2006 to \$223,103 in 2006-2007, offering more funding for faculty to

participate in action research grants, civic engagement projects, and faculty mentoring for service learning projects.

A strengthened General Education Program through development and implementation of an outcomes assessment plan monitored by the General Education Committee.

Plan to be completed in May 2007.

Q-Dogs are meeting to recommend Qualities Desired of Graduating Seniors. This report may also impact the General Education Assessment planning process.

Completed the Henry Madden Library

Construction on track. Dean McDonald and staff are developing plans for the move and are considering the expansion of several services in the HML. For example, incorporating the CETL demonstration classroom.

Created classroom improvements including ADA accessibility and enhanced classroom technologies.

Purchased a streaming video program for Digital Campus.

Launched the Assistive Technology Initiative: retrofitted and launched 43 websites in the Clean up the Web Campaign, planning for accessible instructional materials, and for procurement of accessible technologies. Will have developed campus plan by June 2007.

Additional Efforts Designed to Support Faculty and Enhance Excellence

Initiated and administered an Equity Raise Program: 159 tenure track faculty awarded \$697,500 in raises

Lifted starting salary offers in all schools and colleges

Revised New Faculty Orientation for Fall 2006: the Fall Wednesday series

Planning a Three Day New Faculty Orientation in Fall 2007 with+ 2 seminars

Continued work with Personnel Committee on student ratings of faculty performance in the classroom. Hosted Raul Arreola who presented current research on student ratings. Considering at how these measures provide opportunities for faculty development.

Revised the Retention, Tenure, and Promotion process.

Hosted George Kuh who focused on the relationship between engagement and learning. Added five faculty to the Student Success Task Force.

Hosted Department Chair Retreats this spring and last on being an effective chair, the hiring and retention of diverse faculty, and hiring and retaining faculty without visas. Also hosting Department Chair lunches with the Provost in smaller groups.

Searching for the Next Generation of Academic Leadership:

Dean of Engineering

Dean of Science and Mathematics

Dean of Graduate Division

AVP for Academic Personnel

Planning for search for Associate Provost in Fall 07

Developed a budget planning process for Academic Affairs to better forecast allocation to schools and colleges earlier.

2. Proposed Steps for Next Year

1. Continue to work with Deans on addressing starting salary offers in all schools and colleges
2. Continue workload study and considering appropriate reductions teaching load for tenure track faculty in 2007-2008
3. Continue to refine New Faculty Orientation
4. Consider expansion of professional development services to faculty through CETL and Academic Personnel.
5. Through the Office of Grants and Sponsored Research, work with each School and College to update plans for grant and contract development for the next five years. Continue increasing volume and Indirect Cost Recovery. Develop plans for intellectual property and technology transfer contracts.
6. Continue efforts to tie engagement to learning and expand number of service hours given by the university to the community.
7. Develop and begin to implement or pilot a plan for improving the data provided by student ratings of faculty performance.
8. Continue to consider the relationship between engagement and learning. Look into alternative approaches to Roadmapping for students and majors.

9. Finalize the Q Dogs Task Force report and work with them to roll out concurrence on the qualities most desired of our graduating students:
14. Initiate the revised Retention, Tenure, Promotion process.
15. Continue Department Chair Retreat and Department Chair lunches.
16. Begin to plan for more appropriate faculty offices for each department and college, including a large move if necessary.
17. Address needs for research space throughout the university and broker collaborative projects that can share space and equipment.
18. Continued the Clean Up the Web Campaign and complete retrofit with all major sites within Academic Affairs/
19. Work with the ATI Project to ensure that the campus responds effectively and will continue to work with the instructional materials group.

Jeri Echeverria
March, 2007