

# Provost's Update

February 2009

## Agenda

- Welcome, introductions
- Two questions to be thinking about:
  - *What do you want to know?*
  - *What do Bill and I need to know?*
- Provost Update (20 min.)
- Discussion, questions, etc.

# Update on Academic Affairs Initiatives

## Vision, Goals, Priorities

**Vision:** National and international reputation

**Goals:** Research, diversity, retention, faculty recruitment, fund-raising, applications, etc.

Two targets we missed last year:

- Retention
- Hiring women faculty

**Priorities:**

- Student success
- Scholarship, research, creative work
- Innovation
- International education
- Diversity and inclusivity
- Academic operations
- Academic program success
- Faculty success

Priority	Initiatives
Student Success	Student Success and AALANA tiger teams; University Studies
Research, Scholarship, Creative Work	Addressing Workload-Expectation gap; Faculty associate for scholarship; addressing space and start-up
Innovation	Innovation Workgroup; Director search; Inventory
Diversity and Inclusivity	Women faculty recruitment; AEDAC
International Education	Study Abroad study
Academic Operations	Academic Space Planning Committee; Budget Information sharing
Academic Program Success	General Education learning outcomes; Gen Ed assessment process; Gen Ed rethinking; assessment director; graduate education planning; program audit; program review
Faculty Success	Visioning broader faculty support for teaching, scholarship; emerging leaders program;

## Student Success

- Student Success Tiger Team to look at retention picture broadly
- AALANA Student Success Tiger Team to look at those issues that in particular affect AALANA students
- “University Studies” project to elevate the institutional attention to undeclared students or students who want to change majors

## Student Success Tiger Team Members

Vincent Amuso

Heath Boice–Pardee

Eulas Boyd

Joan Graham

Barbara Heifferon

David Koster (student)

Christine Licata

Ed Lincoln

Julia Lisuzzo

Joe Loffredo

Sophia Maggelakis

Chip Sheffield

Kristen Waterstram-Rich

George Zion

## Student Success Tiger Team Progress Report

Objective: Recommend Student Success Action Plan

Activity Status: October – December 2008

### I. DATA Discovery: Framing The Challenge

- Persistence/graduation rates at RIT compared to peer AITU institutions
- D, F, W in 1<sup>st</sup> year; Gender; Ethnicity; Median SAT Scores; In–State/Out-of-State Students; Transfer Students
- RIT Branding Report
- NSSE results (2005, 2007)
- Noel Levitz results (2006, 2008)

Activity Status: December 2008 – February 2009

### II. Best Practices: Understanding What Works and Why

- Seminal research reports, monographs and publications
- Consortium for Student Retention Data Exchange Resources
- Field visits:
  - Syracuse, Cornell, MIT, Drexel and RPI

## Student Success Tiger Team Progress Report, *continued*

Activity Status: February 2009

### III. RIT's Retention Initiatives: How Do We Measure Up?

- Review previous retention committee reports (1993, 2000, & 2003)
- Collect information, review results and effectiveness metrics for RIT's current retention strategies (FYE; Institute Advising; *Learning Communities*\*; Early Alert System; AIM Program; Honors Program; College-Based Initiatives; Student Life Initiatives

\* *Consultant conducting assessment of Learning Communities. Report due April 2009.*

Activity Status: March-April 2009

### IV. Setting the Future Course: Recommendations for "72/93" Plan\*\*

- Propose RIT Student Success Plan characterized by:
  - High impact, value added programs and practices
  - Sustainable
  - Outcomes-oriented and assessment driven

\*\* Meet President Destler's 2012 goals: 72% 6 year graduation rate / 93% 2nd year retention rate

## University Studies

- Objective: Provide more institutional attention to the entering uncertain student or the student who wants to change majors
- Housed in the Office of the Provost
- Merging the non-curricular components of RIT Explorations with Internal Transfers; no new FTE
- Exploration programs retained and play a key role; will create a separate CLA Explorations program
- For fall 2009, no new students will be recruited; about 50 students for US and 25 for CLA Explorations (coming from normal RIT Exploration 'crop')
- US Advisory Board consists of faculty and staff representation from all the colleges

## Research, Scholarship and Creative Work

- Workload Expectation gap project
  - Address the gap that exists between faculty expectation to do scholarship and teaching workload
- Increase undergraduate research emphasis
- Piloting “Faculty Associate for Scholarship” to involve more faculty in administrative decision making
- Producing Academic Affairs report on scholarship and creative work

## Workload-Expectation Gap

- Complex problem requires multiple stages over multiple years
- Stage 1: Addressing significant outliers in the pre-tenure, tenure-track ranks
- Approximate norm for pretenure, tenure-track: 24 CH per year
- Largest gap found in CAST, COS, CLA and GCCIS
- Addressing with resources to add a mixture of adjuncts (not to exceed 15%) and lecturers
- Provost to propose at budget hearings

# Innovation

- Innovation Working Group: Richard DeMartino and Jon Schull;
  - Fall: identified programmatic charter for Center for Student Innovation
  - Spring: working to identify innovation inventory
- Center for Student Innovation
  - Director of Student Innovation and Undergraduate Support; identified
  - 1 staff
  - Faculty associates
- Next year: Assist faculty to create ‘signatory’ innovation program

## Diversity and Inclusivity

- Focus on recruitment and retention of AALANA students and faculty AND women students and faculty
- Last year: Did not meet targets for women faculty recruits
- Good progress: FY 10 – 2 out of 7 AALANA and 4 out of 7 women
- Climate survey
- Formed Academic Diversity and Equity Advisory Committee
- Dr. Margaret Bailey leading NSF-funded grant looking at women faculty issues

## International Education

- Study: Assessing the obstacles to better utilization of RIT global campuses
- Goals for Study Abroad
- AY 2010: Increase focus on better integration between existing programs and oversea operations

## Academic Operations

- Formed Academic Space Planning Committee
  - Led by Sue Provenzano
  - Subset of Deans, Asst. Provost for Library, VP for Research
  - Prioritizing immediate, midrange and long-term space needs
- Established budget transparency across Academic Innovation Council
- Hired Academic Affairs Budget Officer: Jennifer Mastrangelo

## Academic Program Success

- Accreditation focus – need for Gen Ed and program outcomes and assessment plans
- Hired Anne Wahl as new Learning Outcomes Assessment Director
- Individual programs are working to provide assessment portfolio
- 3 General Education activities
  - Initial pilot program to college data from assessment
  - AS Taskforce to propose outcomes and assessment
  - Curriculum committees from CLA and COS proposing ideas for Gen Ed ‘rethinking’

## Faculty Success

- Developing 'Emerging Leaders' program to 'grow our own' leaders
- Identified tenure and promotion procedural changes to provide more support for faculty:
  - Midterm comprehensive review
  - External letters
  - University committee to review split cases
  - Dates changed
- Looking at reorganizing support for scholarship across library, FITL, etc.
- Office of Faculty Recruitment moved to Academic Affairs
- Expanding faculty recruitment to include emphasis on women

## Discussion ...

*What do you want to know?*

*What do you think we need to know?*