Arts & Sciences Collective Vision 2020 - 2025
Goals and Objectives

Goal I: Create, support, and sustain high quality Academic Programs that promote student and faculty success and deliver degrees that matter.

Objectives

1. Develop and deliver curriculum that is rigorous, scaffolded, and regularly assessed.
2. Provide a supportive and developmental environment for faculty to achieve meaningful and fulfilling careers.
3. Support academic programs by providing services and information to facilitate student success.
4. Ensure programs are appropriately resourced to carry out the necessary work to build and maintain quality.
5. Increase opportunities for students to participate in scholarly activities, research efforts and creative endeavors.

Goal II: Prepare students for post-graduate opportunities so that they may thrive in a diverse and global work environment.

Objectives

1. Increase awareness of post-graduate opportunities for academic advancement.
2. Provide support for programs to engage in curriculum changes that optimize post-graduate student success.
3. Equip students with knowledge, skills, and experiences for career placement in their field.
4. Expand access to community engaged internships, interdisciplinary explorations, and hands-on learning.

Goal III: Make equity, diversity and inclusivity a habit that is implemented, practiced, and modeled consistently by all members.

Objectives

1. Close equity gaps in student success and retention rates.
2. Expand culturally responsive and culturally specific supports for students from diverse communities.

3. Create workgroup agreements that prioritize equity and inclusion at all levels - groups, programs, departments, and committees.

4. Build a culture that disrupts inequities and exclusions and publicize evidence-based outcomes.

5. Strengthen inclusive recruitment and retention efforts of staff and faculty.

Goal IV: Achieve a desirable workplace environment in which there is equitable workload supported by resources, transparent communication and mutual respect.

Objectives

1. Define roles and practices and cultivate awareness and sensitivity about workload.

2. Increase financial support for onboarding and professional development and advancement opportunities for faculty and staff.

3. Strengthen respectful and transparent communication across departments and programs.

4. Attain equitable workloads and salary.

5. Foster an environment characterized by mutual respect and shared responsibility.

Goal V: Sustain and expand effective and transformative teaching practices that offer opportunities for students to excel both in and out of the classroom.

Objectives

1. Increase use of high impact practices to improve student learning outcomes particularly for historically marginalized and underrepresented students.

2. Develop innovative academic experiences that use universal design, accessibility and appropriate accommodations to ensure an equitable and inclusive learning experience for all students.

3. Explore and commit to actions that improve overall student wellness; safety; and financial, food and housing security.

4. Implement a system of formal recognition and rewards for faculty using effective, high impact, and transformative learning practices.