Arts & Sciences
Collective Vision 2020 - 2025

Town Halls

March 4 and 5, 2020

Guiding Principles for the A&S Collective Vision 2020-2025

01   Our *Collective Vision* will be a living document that is regularly modified to adapt to changes in the priorities of Arts and Sciences and of CSU Channel Islands.

02   Our *Collective Vision* will reflect the mission, vision, and values of Arts and Sciences as well as those of CSU Channel Islands.

03   All students, faculty, and staff in Arts and Sciences will have multiple opportunities to contribute to creating our *Collective Vision*.

04   All students, faculty, and staff in Arts and Sciences will find at least some aspects of our *Collective Vision* significant to their education and work lives.

05   Our *Collective Vision* will guide planning, development of programs, hiring, allocation of resources, and improvements of processes.

06   Our *Collective Vision* will be used to inform and advocate for the priorities of Arts and Sciences within the Division of Academic Affairs, CSU Channel Islands, and the community at large.

07   Our *Collective Vision* will include measurable outcomes that are regularly assessed with findings reported to all stakeholders.

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Workplan:
Arts & Sciences Collective Vision 2020-2025

Task	Primarily Responsible	Date	
Inform and share context; Brainstorm	Dean & Associate Dean; All Stakeholders	September	56 attended
Develop and launch survey; Analyze themes	Survey Development Task Force; All Stakeholders	October – early Nov.	9 on TF (student, staff, lecturer)
Develop themes into Goals and Objectives	Theme Task Forces; Vision Steering Committee	Late Jan. – February	85 responded (113 opened)
Review Draft of Vision	All Stakeholders	March	38 engaged
Finalize Vision	Vision Steering Committee	Late March	
Publicize Vision	Dean's Office	April	
Develop Implementation Plan	Implementation Task Force; Dean's Office	Fall 2020	

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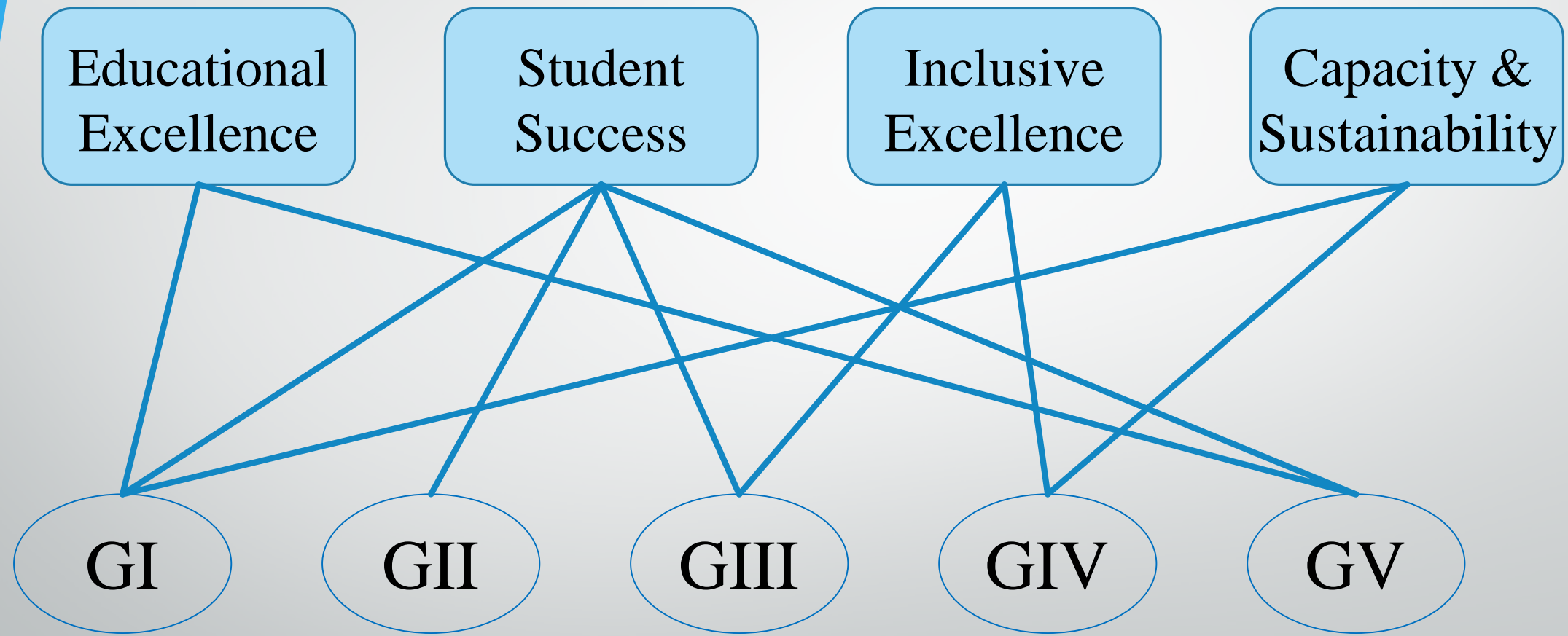# Goals

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

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

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

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

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

Alignment with CSUCI Strategic Initiatives

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

1. Develop and deliver curriculum that 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.

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

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.

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

1. Close equity gaps in students success and retention rates.

2. Expand culturally responsive and culturally specific supports for students from diverse communities.

3. Create workgroups 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.

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

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.

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

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 faulty using effective, high impact, and transformative learning practices.

Table Talk – Guiding Questions

A. Have we captured all the great things that we do already?

B. Are items repeated in a way that creates redundancies?

C. Is there anything that needs more elaboration?

D. What is missing?

Any other comments?

Where do we go from here?

1. Capture feedback from paper forms and an electronic survey

2. Vision Steering Committee weighs the feedback and develops a penultimate draft

3. Share the Arts and Sciences Collective Vision Goals and Objectives widely

4. Create Arts and Sciences Mission and Vision statements

5. Flesh out metrics and identify baseline measures (Summer 2020)

6. Develop an Implementation Plan (Fall 2020)

Slides beyond this point were used for the brainstorming sessions; they're just here now in case we want to revive any.

Context: Arts & Sciences

- 22 of 26 major areas; 34 of 37 minors offered at CSUCI

- 85% of CSUCI FTES allocated for AY19-20

- 356 faculty (72% of all CSUCI faculty)

  - 124 tenure-track faculty (77%)

  - 232 lecturer faculty (69%)

- 26 staff/admin positions

CSUCI Mission

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.

CSUCI Vision

CSUCI aspires to be recognized nationally as a leader in providing equitable, affordable, and transformative education that enables social and economic mobility for its diverse student population.

CSUCI Guiding Themes

- Commitment to Students and Community

- Equity and Inclusion

- Aspiration, Innovation, and Tolerance for Risk

- Evidence-Based Decision Making and a Commitment to Long-Range Planning

CSUCI Student Body*

- **7,095** total headcount; **6,277** full-time-equivalent
  - 64.4% female
  - 54.1% HUGS (historically underrepresented groups)
  - 58% First-generation
  - 51.6% Hispanic/Latino
  - 54.6 Pell eligible

*data as of Fall 2018

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STRATEGIC INITIATIVES

Educational Excellence
Ensuring students graduate with the high-level knowledge, skills and experience necessary for engaged citizenship and career success.

Student Success
Ensuring all students progress to degree completion in a timely manner regardless of their background.

Inclusive Excellence
Fostering a campus culture that advances inclusive excellence.

Capacity and Sustainability
Taking action to sustain and advance a robust University in an era of declining state support.

Educational Excellence

Student Success

Inclusive Excellence

Capacity and Sustainability