

**College of Liberal Studies**  
**09-10 Goals**

**Goal #1: Advance university goals with regards to Inclusive Excellence**

- Educate the college community on the value, definition and goals of “Inclusive Excellence”
- Work with departments and units on developing, implementing and assessing plans for Inclusive Excellence that will involve all faculty and staff at some level of involvement
  - The CLS Dean will be meeting with individual departments to discuss these plans
- Work with departments and units on developing, implementing and assessing plans for Inclusive Excellence that will focus on a) retention of diverse students and b) retention of diverse faculty and staff
  - The CLS Dean will be meeting with individual departments to discuss these plans
- Develop and implement college-wide plans for Inclusive Excellence
  - Develop and implement an Inclusive Excellence Workshop for all CLS faculty & staff at the January CLS meeting – “Educating for Diversity Competency”
  - Support existing and new Inclusive Excellence initiatives in the college
    - The new Eagle Mentoring Program, which is designed to promote institutional change to foster access and excellence for historically underrepresented populations
  - Charge the CLS Diversity Committee to make recommendations for new college initiatives focused on the retention of diverse students and faculty
- Provide support for Inclusive Excellence events and activities
  - Promotion of events on the CLS web-site
  - Providing financial support, as possible
- Develop a directory of CLS faculty & staff teaching, research and service expertise in diversity areas for reference by other faculty & staff at the university
- Sponsor Chair/Program Director workshops on the following areas with regards to student retention:
  - Promoting success for students with disabilities (October 5, led by June Reinert)
  - Promoting success for students who are returning veterans (November 2, led by Mark Johnson)
  - Promoting success for LGBTQ students (February 15, 2010, led by Will Van Roosenbeck)
  - Promoting success for students of color (March 29, led by Barbara Stuart)

## **Goal #2: Advance university goals with regards to Growth, Quality and Access**

- Maintain a process to allocate and/or reallocate resources based on the college's priorities
- Continue progress towards appropriate faculty/staff workload and departmental S&E (as compared to 75 percentile on Delaware Data)
- Work with Facilities Planning to ensure adequate office, studio and classroom space for new GQA hires

## **Goal #3: Enhance CLS's capability through continuous improvement**

- Make data driven decisions with input from faculty and staff
- Improve communication mechanisms to achieve greater collaboration and efficiency
  - Facilitate regular meetings between Dean's Office staff and CLS student leaders
  - Post CLS policies and forms on the CLS web-site
- Engage in ongoing assessment of programs and services for continuous improvement
  - Engage departments in the assessment of high-credit majors
- Demonstrate college-wide accountability through assessment
  - Work with departments on follow-up to Academic Program Reviews and Biennial Assessments
  - Charge CLS Assessment Committee with providing follow-up to departmental Biennial Assessment Reports
- Support faculty and staff opportunities for professional development
  - As possible, provide release-time grants or summer stipend grants to faculty & staff
- Increase the number of successful grant proposals from the college
  - Develop a series of CLS grant-writing workshops
    - September 21 – "UW-L Faculty Development Grants – How to Write & Present a Successful Proposal"
    - September 25 – "W-L Faculty Research Grants – How to Write & Present a Successful Proposal"
    - Dates to be determined – "Resources for Grants in the Arts, Humanities, Education and Social Sciences," "Guidelines for Developing Successful External Grant Proposals" and "Keys to Administering Major Grant Projects"
  - Work with new UW-L Grants Person (when this position is filled) on other efforts that will provide support to CLS faculty & staff working on grants
  - Pursue the possibility of granting release time or providing a stipend to a faculty member with grant-writing expertise to work with faculty and staff on their grant proposals and administration of grants
  - As possible, provide release-time grants for Federal grant-writing activities
  - Provide grant-writing consultations from the CLS Dean's Office

- Support faculty and staff mentoring opportunities
  - Continue the New Faculty Mentoring Program
  - Start a Mid-Career Faculty Mentoring Program for faculty seeking promotion
- Increase the visibility of the College of Liberal Studies and the School of Arts & Communication
  - Develop a comprehensive college promotional plan
    - Develop print, web-site and other media products that include a consistent promotional message
  - Pursue the possibility of providing release time or a stipend to a faculty or staff member to serve as CLS Web Master
- Facilitate the work of departments or college committees working on the development of new undergraduate degree programs
  - B.F.A. in Art
  - B.S. in Health Care Management (CBA, SAH & CLS)
  - Emphasis or minor in Arts Management (SAC & CBA)
  - Emphasis or minor in Digital Media
- Continue the CLS programs that provide recognition for accomplishments
  - CLS “Recognition of Excellence” Program – April 2010
  - CLS Celebration of Research/Scholarship/Creative Endeavors
    - October 2 - Port o” Call, 12:00-1:00 p.m.– Shelley Sinclair (History) Presentation on Sabbatical Research – “The Public and Private Trials of Lizzie Borden”
    - November 6 – Ward Room, 12:00-1:00 p.m. – Joe Tiffany (Soc/Arc/MVAC) – Presentation on Sabbatical Research – “New Perspectives on Pre-historic Ceramics from the Glenwood Culture of the Loess Hills of Southwest Iowa”
    - February 5, 2010 – Ward Room, 12:00-1:00 p.m. – Betty De Boer (Psychology) – Presentation on Sabbatical Research – “Managing the Behavior of Children with Attachment Issues”
    - April 2, 2010 – Ward Room, 12:00-1:00 p.m. – Jodi Vandenberg-Daves (Women’s, Gender & Sexuality Studies) – Presentation on Sabbatical Research – “Good Mothers: History of an American Ideal”

**#4: Advance university goals with regards to international initiatives**

- Continue to support and develop the 2+2 joint degree program in English Rhetoric & Writing between UW-L and Guangxi Normal University.
- Support the development of new faculty-led study tours
- Pursue discussions regarding additional joint degree programs and online programs for international students

- Expend the Spring Break London Study Program (new cities, different dates, new disciplines involved)

**#5: Advance university goals with regards to graduate education**

- Engage in strategic planning for the College of Liberal Studies with regards to graduate programs and within the context of university-wide strategic planning for graduate education
- Continue to improve current graduate programs and expand selected programs as appropriate
  - Work to secure resources for Student Affairs Administration for expansion of the online program to an international market
- Develop new graduate programs in selected areas where there is a demonstrated need and when resources are available
  - M.A. in Cultural Resource Management
- Continue to advocate for increased resources for graduate programs and graduate students (fee waivers, graduate assistantships, teaching assistantships)

**#6: Advance university goals with regards to teacher education**

- Work with SOE and departments on remedial measures identified by DPI
- Work with SOE, DES and content departments on the proposed Secondary Education Program
- Work with SOE and departments on assessment and continuous improvement of PreK-9 curriculum
- Engage in assessment of the Professional Development Schools (PDS) with faculty and school district administrators
- Work with DES to search & hire tenure-track faculty in the remaining vacant positions

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