



## Undergraduate College Goals for 2019-2020

### **Nurture a Thriving Academic Community of Inclusive Excellence:**

Build a collective understanding and valuing of diversity as a powerful community strength to achieve the highest teaching, learning, and scholarly outcomes.

**Deepen Academic Excellence:** Better support our outstanding faculty so they can provide exceptional teaching and scholarship.

### **Prepare for a Collective Examination of Faculty Workload in 2020-2021.**

**Improve Communication System – Shared Governance and Beyond:** Ensure that all faculty and staff feel they are up to date on all policies and initiatives, and wherever possible, that they been consulted and/or have been part of the process in shaping, implementing and assessing these policies and initiatives.

## College Initiatives

### **Inclusive Excellence**

- Non-Tenure Track Faculty Review (31% of Faculty)
- Gender Equity Program for Jr. Tenure Track Women
- Exploration of New Policies to Better Support Diverse Faculty
- Reexamination of Merit Review Process

### **First Year Experience**

- Implement and Assess 38 Sections of FYE 101
- Implement and Assess New Model for Faculty and Peer Advising in First Year Courses (FYE, FYS, WRI)
- Create Faculty Director Model for Proposed Res College Pilot

### **Engaged Liberal Arts Learning**

- New Core Curriculum Proposal to Faculty for Vote through CAP
- Environmental Studies and Sustainability Major in Development for CAP and Vote
- Search for New ITG Director
- Search for New Merit Scholarships Director

## The College in Partnership

### **Teaching & Learning**

- Canvas Implementation
- Wake West Program
- Academic Master Plan
- E-Portfolio Concept
- Slavery, Race and Memory
- Leadership and Character Implementation

### **Whole Student**

- Student Retention Task Force
- Student Information System
- Greek Life Task Force
- Residential College Idea
- Race, Equity and Community
- Transformative Arts Project
- Student-Athletes

### **Academic Space**

- Fix Big Problem: 22 Permanent Faculty Sharing Offices
- EMS Classroom Optimization
- Academic Commons Building
- Palmer/Piccolo Renovation
- The Barn (memorialization)
- Assessing Scales, Tribble, Anthropology and Other Space Challenges

## Deepen Academic Excellence

- Roll out scholarship tracking program
- Evaluate impact of 3 mid-career workshops
- Align technology support for faculty
- Strengthen grant contract manager support system
- Support growing strength of dept. chair leadership
- Provide more skill development as needed for chairs
- Strong support for the BMB major/program
- Develop a strategic plan for the engaged liberal arts at Wake Forest
- Provide support for and help develop all interdisciplinary programs
- Support next stages of the proposed ENVS and Neuroscience majors
- Develop and oversee changes to the IDS major
- Support nascent engineering program and faculty
- Support for CAT (TLC) as they shift to research based pedagogical support
- Highlight and reinforce culture of integrity (honor system)
- Collaborate with CAT on Inclusive Teaching Conference
- More aggressive outreach to constituent groups of scholars for “early nurturing” for URECA, pre & post-graduate scholar/fellowships
- Enhance faculty training in technology
- Ensure smooth transition to Canvas for all faculty
- Hire New ITG Director
- Recognize quality of strong academic advising
- Address faculty relocation budget/Visa fees
- Help prepare office for Tom’s retirement and transition in a new person
- Try to streamline MoU for 10-year program reviews
- Advances to summer sessions
- Develop new “College Faculty Hiring Form”
- Planning for new faculty lines
- Meet challenge of office space
- EMS optimization
- Learning spaces professional development
- FY21 capital requests (renovations, etc.)
- Palmer/Piccolo renovation
- EGR buildout
- Facilitate Academic Commons Planning

### Facilitate Inclusive Excellence

- Ongoing vision and work toward improving first year experience/implementation of FYE commission
- Enhancement of other orientation and lower division advising
- Promote inclusion and diversity in OAA and advising at WFU
- Adapt registration, orientation and advising to a larger student body, etc. and new Student Info System
- Continue partnerships and self-representation and communication with partners and constituents
- Nurture thriving community–establish set of non-STEM courses for WDT
- Host regular gatherings for faculty (and staff) of color for personal and professional support
- Support President’s Commission on Race, Equity and Community
- Collaborate with depts. on best practices for hiring and ongoing evaluation
- Collaborate with depts. regarding Diversity Action Plans
- Facilitate 3 x-discip. events with art faculty
- Cover events to showcase faculty in action
- Develop communication strategies as a tool to reinforce college-wide initiatives
- Ensure accessible websites and learning technologies
- Continued roll out of the Mellon Grant Initiatives
- Support/expand URECA to include wider cross-section of students
- Build out Wake West
- Support Phase 1 of Residential Colleges
- Ensure next Director of WF Scholars aggressively nurtures female students (e.g. in STEM), students/persons of color (distinct programming and outreach)
- Make NEW Scholarships Office a space of support for all Wake and Mag Scholars
- Develop a supportive practices program to extend services to support ATI
- Strengthen connections with Campus Life Office to support students in crisis
- Support the First in Flight Student Organization

### Improve Communication System

- Improve Com System with Chairs
- Provide more institutional knowledge
- Establish clear “rules” for College-Grad School sharing
- Continue assessment and accurate documentation of OAA work, policies and procedures
- Improve first year experience/implementation of FYE Commission recs
- Promote diversity and inclusion in OAA and all advising
- Increase exposure of faculty achievements on campus
- Redesign Dean’s Digest for better impact and readability
- Work with Associate Deans on messaging/marketing for consistency across the departments and campus
- Help behind the scenes with the University Bulletin to find ways to translate new system for ease of faculty use
- Add more original content to website and Twitter
- Promote Workday process improvements and reports
- Hire financial analyst
- Help design new student information system
- Better websites across college
- More collaboration of ITGs with IS and TLC
- Build national attention for Mag Scholars
- Develop effective space-sharing policies and mindset
- Complete Chapter 7 Appendix updates – Comm. – Shared Gov.

*NOTE: These initiatives reflect the intentions of the dean and associate deans above and beyond the requisite operations work of the Office of the Dean of the College.*