

ACADEMIC AFFAIRS PUBLIC FORUM

APRIL 14, 2022



STRATEGIC PLANNING: THE NEXT FIVE YEARS

The Near Future

UNIVERSITY FOUNDATIONS: RESOURCES

Essential Goal: Maximize Use of Financial, Physical, Technological, and Brand Resources to realize our mission of transformation and ensure the University's long-term sustainability.

- UFI 1: Ensure all sources of financial resources are maximized and leveraged to achieve our mission of transformation.
 - AA 1.1: Develop processes to commercialize services offered by faculty, staff, and students across campus. (with Business Affairs and OSPR)
 - AA 1.2: Incentivize innovation among faculty and staff for the development of intellectual property. (with OSPR)
- UFI 2: Enhance learning and campus community for our faculty, staff, and students by providing well-maintained, modern, and welcoming facilities.
 - AA 2.1: Develop a plan for improvement of office, classroom, clinic, and lab spaces. (with Business Affairs)

STRATEGIC PILLAR I: STUDENT SUCCESS I.1

Goal I: Champion Student Success Through Innovative and Transformative Programs and Experiences

Initiative I.1 Improve accessibility and affordability of college for students across the region

- AA 1: Increase opportunities for OER and AER textbooks (Open/Affordable Educational Resources) and/or new textbook program. (with Student Affairs)


STRATEGIC PILLAR I: STUDENT SUCCESS 1.2

Initiative 1.2 Recruit, admit, and enroll a diverse student body that is prepared for college study and representative of the racial/ethnic, gender, and social class of the region.

- AA 1: Assess current enrollment trends by program, level, and student demographics. (with Enrollment Management and Student Success)
- AA 2: Develop and execute a strategic enrollment management plan that supports an enrollment of 8,000 undergraduate and 2,000 graduate students by 2026, exclusive of dual enrollment students. (with Enrollment Management and Student Success)
- AA 3: Develop and evaluate a strategic enrollment management plan for online programs and learners with specific enrollment targets and defined infrastructure support needs. (with Enrollment Management and Student Success)

STRATEGIC PILLAR I: STUDENT SUCCESS 1.3

Initiative 1.3 Increase retention of continuing students to support timely progression to graduation.

- AA 1 Develop and execute a comprehensive strategic retention plan to reach a 1st to 2nd year first-time, full-time student retention rate of 80%, a continuing student retention rate to 90% by fall 2026, and a 6-year graduation rate of 65% by 2031. (with Student Success)
 - AA 2 Enhance student preparation, support, and advocacy for academic and non-academic needs by analyzing existing supports, structures, and initiatives to bolster their effectiveness and integration from first year to career. (with Student Affairs)
 - AA 3 Create and use advisory boards for colleges or programs, where appropriate, to promote internships, support program development, or revise curricula to focus on current and emerging needs, opportunities, and challenges.
 - AA 4 Analyze and integrate existing communication channels that are clear, efficient, and effective at reaching students and encouraging dialogue. (with Student Affairs and Student Success)
 - AA 5 Advance and enhance academic advising through the University Advising Committee, while equipping and recognizing the advising process. (with Student Success)
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STRATEGIC PILLAR I: STUDENT SUCCESS 1.4

Initiative 1.4 Improve programs or initiatives to retain and graduate students from underserved and/or marginalized populations.

- AA 1 Develop academic support services designed to address the economic and social issues faced by students from underserved, marginalized populations. (with Student Affairs, DEI, and Student Success)
- AA 2 Examine curricula and develop process to increase diverse and inclusive content. (with DEI)
- AA 3 Increase the number of course offerings, in-services, seminars, and social activities to develop the knowledge, appreciation, and understanding of cultures represented at ULM and beyond. (with DEI)
- AA 4 Provide diversity, equity, and inclusion training and open conversations at professional development events such as University Week. (with DEI)

STRATEGIC PILLAR I: STUDENT SUCCESS 1.5

Initiative 1.5 Provide academic and co-curricular services and programs to help students develop personally and professionally.


- AA 1 Provide experiences that help students discover and better understand career paths. (with Student Affairs)
- AA 2 Foster students' opportunities for emotional growth and support through discreet and peer-led platforms. (with Student Affairs)
- AA 3 Provide opportunities for students to gain leadership experience through organizations and professional workshops. (with Student Affairs)

STRATEGIC PILLAR 2: FACULTY AND STAFF

2.1

Goal 2: Recruit, Develop, and Retain a diverse and qualified faculty and staff capable of achieving our mission of transformation.

Initiative 2.1 Improve recruitment of well-qualified, diverse candidates and improve long-term retention of faculty and staff.

- AA 1 Recruit new faculty and staff to fill open positions, with a focus on timely recruitment. (with Business Affairs)
 - AA 2 Develop a strategic human resource plan for the recruitment and retention of faculty and staff from underrepresented groups. (with Business Affairs and DEI)
 - AA 3 Assess current faculty and staff workloads and develop a plan for equity and/or reduction of workloads, where needed. (with Business Affairs)
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STRATEGIC PILLAR 2: FACULTY AND STAFF

2.2

Initiative 2.2 Enhance faculty and staff well-being by investing in support services to improve effectiveness.

- AA 1 Create a Center that focuses on Teaching, Research, and Service Excellence to provide professional development opportunities for faculty and staff. (with Business Affairs)
- AA 2 Increase availability of training opportunities through investment in travel funds and external and internal professional development opportunities. (with Business Affairs)
- AA 3 Develop a University-wide plan incorporating flexible work methods and schedules (with Business Affairs)
- AA 4 Establish a faculty and staff club. (with the President and Business Affairs)

STRATEGIC PILLAR 3: INTELLECTUAL ACTIVITY 3.1

Goal 3: Maintain and support the level of intellectual activity necessary by our scholars to support innovation, preparation of students for successful careers and citizenship, and the creation and application of new knowledge.

Initiative 3.1 Continue to innovate, refine, and deliver strong academic programs for students' intellectual development.

- AA 1 Deliver academic programs that focus on improving students' critical thinking, problem-solving, communication, information/digital literacy, soft skills, and cultural competence abilities to prepare them for the contemporary workforce.
- AA 2 Continue to review each academic program every year to ensure relevancy, capacity, and appropriate support levels.
- AA 3 Strengthen and/or develop institutional policies and structures that support and enhance interdisciplinary academic innovation in undergraduate, graduate, and professional studies. (with OSPR)
- AA 4 Promote and increase engaging pedagogies, technologies, and high-impact practices across the curriculum.
- AA 5 Evaluate and adjust the general education curriculum to foster greater support and innovation in degree programs and prepare students for post-graduate pathways.
- AA 6 Explore alternate course delivery methods to address the needs of a variety of student populations. (with DEI)



STRATEGIC PILLAR 3: INTELLECTUAL ACTIVITY 3.2

Initiative 3.2 Create and maintain a sufficient research infrastructure that supports the research and creative scholarly works of faculty, staff, and students.


- AA 1 Adequately staff and support the Office of Sponsored Programs and Research. (with Business Affairs and OSPR)
- AA 2 Develop on-campus funding sources for grant matching funds. (with OSPR and Advancement)
- AA 3 Evaluate existing indirect cost policies to ensure supportive and fair distribution (with Business Affairs and OSPR)
- AA 4 Evaluate the current workload policy to ensure appropriate and equitable release time is provided for research and creative work efforts. (with Business Affairs)
- AA 5 Expand the current student research program, Emerging Scholars, to all student levels
- AA 6 Evaluate and update research resources (library, laboratories, and electronic resources).
- AA 7 Create mechanisms to encourage interdisciplinary research that will help strengthen brand of ULM.

STRATEGIC PILLAR 4: INTELLECTUAL

ACTIVITY 4.1

Goal 4: Expand community partnerships that improve the quality of life in our region, and expand economic opportunities for students, faculty, staff, and the community.

Initiative 4.1 Maintain and expand mutually beneficial relationships and partnerships that maximize our impact.

- AA 1 Work closely with school systems in northeast Louisiana with an emphasis on dual enrollment offerings. (with Enrollment Management and Community Relations)
 - AA 2 Maximize opportunities to offer and host visual and performing arts events for the community. (with Enrollment Management and Community Relations)
 - AA 3 Maximize impact of university engagement with community through social services provided by programs and students (e.g., internships, student teaching, clinical rotations). (with Student Affairs and Enrollment Management and Community Relations)
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STRATEGIC PILLAR 4: INTELLECTUAL ACTIVITY 4.2

Initiative 4.2 Provide services essential to the region related to health care, business development, and education.

- AA 1 Design community service initiatives that are coordinated across campus and inclusive of northeast Louisiana. (with Enrollment Management and Community Relations and DEI)
- AA 2 Strengthen and develop additional public health services with an emphasis on serving rural areas in northeast Louisiana. (with Enrollment Management and Community Relations)
- AA 3 Explore new partnerships with business and industry to bolster local economy and create employment and internship opportunities for students. (with Student Affairs and Enrollment Management and Community Relations)
- AA 4 Expand continuing education, learning, and training opportunities throughout our region. (with Enrollment Management and Community Relations)
- AA 5 Expand and improve services provided by University research centers, labs, and clinics to address critical community needs. (with OSPR)

AFFECTED AREAS (AMONG OTHERS)

- Workload
- Promotion and Tenure
- Academic Portfolio
- ULS Student Competencies
- Student Engagement
- Research Definition
- Organizational Structure
- General Education
- Process and Policy
- Community Involvement
- Financial Planning and Resources
- Program Review
- Data Governance and Usage
- Academic Identity and Reputation
- Curriculum Process
- Transfer/Remediation

PROCESSES

FOR THE REMAINDER OF THE SEMESTER AND INTO THE SUMMER

- Colleges, schools, and programs will begin working on plans in their respective areas now.
- Academic Affairs will establish a website for publication of all strategic planning materials, proposal submission, and to encourage dialogue.
- The Provost's Office will begin working with the Strategic Planning Taskforce and the Dean's Council to identify committees and committee assignments for highlighted initiatives.

STARTING IN THE FALL

- Portfolio review
- Committees will activate with completion deadlines of October 15th
- Implementation of committee work, targeting July 1, 2023.

INITIATIVES TARGETING JULY 1, 2022

- Faculty and Staff Success Center
 - Identify director
 - Determine activities
- ULM Online
 - Determine new structure
 - Determine duties
- New collaborations with LDCC

SUMMER HOMEWORK

- College organization?
- Departments vs schools vs mixture?
- Your role in the work that is coming
 - The Strategic Planning taskforce will publish the committees and committee assignments as soon as we can so you can identify what work you wish to pursue. Watch your email for the announcements.

ALSO...

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CUSTOM GOWN
DATE CREATED: 3/1/2022 - TH

Jefferson Dalton Sugarbeet
w/ Burgundy velvet panels & bars
w/ Old Gold cording on panels & bars
w/ Ul-Monroe seal emb in Old Gold 0721

Dr Hood Dalton Sugarbeet
Sugarbeet Dalton lining
w/ Old Gold Dalton chevron
w/ Degree Color Velvet (PhD shown)

Tam - 6 corner Burgundy
w/2 Button Golden Metallic Tassel



MOCK UP FOR: UNIVERSITY OF LOUISIANA - MONROE

- Upcoming Dates
 - Spring Break: 4/15 – 4/19
 - PT due to AA: 4/22
 - Faculty Awards: 5/2
 - Commencement: 5/14
 - CBSS/COP morning
 - CAES/COHS afternoon