Provost’s Briefing
August 24, 2016

...enable students to achieve their highest potential both personally and professionally.
The Mission

- SUNY Canton is dedicated to providing a progression of accessible, affordable, high-quality applied programs that enable students in the North Country, New York State, and beyond to achieve their highest potential both personally and professionally.

- Vision Statement: Educating the leaders of tomorrow for careers in the global technological economy.

- Goals:
  1. Promote Academic Excellence
  2. Improve Operational Effectiveness
  3. Optimize Enrollment
  4. Drive Decisions with Relevant Information
  5. Focus on Sustainability
  6. Create a Robust, Active and Enriching Campus Life
  7. Build Greater Awareness of SUNY Canton
Because....

Squirrel!
Provost’s Plans: 16-17 (beeware of squirrels)

- Promote Academic Excellence: Student Learning (retention, graduation, placement)
- Faculty/Staff Salary Task Force
- Academic Assessment Committee: ISLO Revision
- Academic Professional Development
- Curricular Proposals
- Revised Departmental Rank Matrices
- Expanded implementation of Laddered Curricula
- SUNY Seamless Transfer plan
- SUNY Applied Learning Plan
- SUNY Excels: SEE PIP (Simplified Enrollment & Educational Effectiveness Performance Improvement Plan)
- MSCHE Campus Leadership Self-Reflection on New Standards
Academic Affairs Priorities

- **Student Success & Completion**
  - Retention (%)
  - Graduation (150% completion %)
  - Alumni Placement (%)

- **Optimize Enrollments**
  - Increase applications (N)
  - Reach capacity in each program (% seats enrolled)
  - Develop programs (total enrollments)

- **Faculty Development**
  - Terminal degree (%)
  - Scholarship (% active on FIF)
  - Grants ($)

- **Continuous Improvement**
  - Assessment/Close the loop ($ allocated)

- **Sustainability**
  - Average cost of student textbooks ($)

- **Diversity & Inclusion**
  - % Faculty diverse
  - % Students diverse

- **Learning Outside the Classroom**
  - Number of academically sponsored campus events

- **Philanthropy**
  - ($ & % participation)
Division of Academic Affairs
Strategic Planning

• Spring 2016: Chairs & Directors Forum
  – Contributed Existing & Proposed Strategies
• Fall 2016: Divisional Feedback (September)
• “Final” Draft (October)
<table>
<thead>
<tr>
<th>College Goal</th>
<th>Divisional Priority</th>
<th>Metric</th>
<th>Baseline</th>
<th>Target</th>
<th>Strategies: Existing</th>
<th>Strategies: Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promote Academic Excellence</td>
<td>Student Success</td>
<td>Retention Grad. Rate Placement</td>
<td>66.4%</td>
<td>73.0%</td>
<td>Continuous Improvement: ISLO &amp; GER SLOs Advising FYE 101 Smart Steps Writing Center Career Services Faculty PD Cohort-models as Learning Communities Majors Clubs Scholarly Activities Day Peer &amp; Professional Tutoring Group Study Sessions Financial Literacy Textbook Reserves/Digital Textbooks &amp; Tutoring textbook loan Intentional relationship-building with students Student Advisory Boards Mentoring</td>
<td>Early Warning Intrusive Advising (E/NE &amp; MTS) PD-pedagogy/advising/mentoring Faculty personal outreach to students Peer Mentors Expand &amp; Enhance FYEP Require CITA 101: Library/Research Skills 1 cr. Course: Career Planning Upper level research course/Scholarly Activities Expand use of Open Educational Resources Expand &amp; Enhance (e.g., ventilation) open student space Expand tutoring space</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>30.7%</td>
<td>42.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12.3%</td>
<td>9.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional Development</td>
<td></td>
<td>% Terminal Degree % Scholarly Productive</td>
<td>XX</td>
<td>XX</td>
<td>Faculty contribute scholarship to professional conferences, publications, invited talks &amp; grant applications Professional development funding Drescher Grant Faculty participation in Scholarly Activities Day Annual Professional Development Plans New hire orientation Rank Matrices</td>
<td>PD-scholarship &amp; pedagogy Faculty mentors</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>50%</td>
<td>XX</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2) Improve Operational Effectiveness</td>
<td>Completion</td>
<td>#/% Completion</td>
<td>44%</td>
<td>50%</td>
<td>FYE 101</td>
<td>Laddered Curriculum Enhance collaboration between faculty and Academic Support Services &amp; Instructional Technology G2S to scale</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>G2S Academic Counseling Center Academic Recovery</td>
<td></td>
</tr>
<tr>
<td>College Goal</td>
<td>Divisional Priority</td>
<td>Metric</td>
<td>Baseline</td>
<td>Target</td>
<td>Strategies: Existing</td>
<td>Strategies: Proposed</td>
</tr>
<tr>
<td>--------------</td>
<td>---------------------</td>
<td>--------</td>
<td>----------</td>
<td>--------</td>
<td>----------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Efficiency</td>
<td></td>
<td>Shared services $ reallocated to academic affairs</td>
<td>XX</td>
<td>XX</td>
<td>Collaboration across division &amp; campus SOPs &amp; Workflow procedures</td>
<td>Enhance collaboration across division &amp; campus Expand use of Banner Workflow</td>
</tr>
<tr>
<td>3) Optimize Enrollment</td>
<td>Align Program Capacities &amp; Enrollment</td>
<td>% Seats Enrolled</td>
<td>76%</td>
<td>80%</td>
<td>Enrollment Management Working Group Collaboration with Admissions</td>
<td>Targeted recruitment Acquire new tech. to attract students</td>
</tr>
<tr>
<td>Grow Enrollment</td>
<td>N</td>
<td>3282</td>
<td>3800</td>
<td></td>
<td>Collaborate w/Admissions Outreach to community groups &amp; schools New program development Online courses &amp; programs Summer bridge programs</td>
<td>Enhance Retention Initiatives Develop of new Intl opportunities Create a Master’s degree program Increase external visibility of programs Develop a 100% textbook free (or free textbook or reduced textbook cost) program</td>
</tr>
<tr>
<td>4) Drive Decisions with Relevant Information</td>
<td>Academic Assessment &amp; Improvement</td>
<td>$ allocated to improvement</td>
<td>0</td>
<td>$10k</td>
<td>Assessment of objectives Dean’s Assessment Forums Allocation of resources Coordinator of Academic Assessment Academic Assessment Committee Non-academic Assessment Committee SUNY Excel’s PIP Strategic Planning</td>
<td>Revise ISLOs, remap SLOs, Implement cycle of assessment Coordinate SLO assessment cycle with AIM PD - Assessment of SLOs: ISLO, GER, Program &amp; AIM FT Assessment Director Mentor new &amp; adjunct faculty on assessment</td>
</tr>
<tr>
<td>5) Focus on Sustainability</td>
<td>Green Initiatives</td>
<td>Cost of textbooks</td>
<td>XX</td>
<td>XX</td>
<td>Sustainability minor Bachelor’s in Alternative &amp; Renewable Energy HVAC programs CREST Center programs (Solar Ready Vets) Infusion of environmental topics in literature courses Textbooks on library reserve Open Access Resources Tutoring Textbook Loan Program</td>
<td>Accept all work in online format and providing feedback through Blackboard and Word Encourage use of e-books, electronic rentals, and e-resources when available Expand use of OERs, digital textbooks, and library-owned resources as primary course materials. Textbook publishing-on-demand (kiosks)</td>
</tr>
<tr>
<td>College Goal</td>
<td>Divisional Priority</td>
<td>Metric</td>
<td>Baseline</td>
<td>Target</td>
<td>Strategies: Existing</td>
<td>Strategies: Proposed</td>
</tr>
<tr>
<td>--------------</td>
<td>---------------------</td>
<td>--------</td>
<td>----------</td>
<td>--------</td>
<td>----------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>6) Create a Robust, Active and Enriching Campus Life</td>
<td>Learning Outside the Classroom</td>
<td># of academic activities outside of class/year</td>
<td>XX</td>
<td>XX</td>
<td>Study Abroad Academic Affairs Driven Campus Events (e.g., Scholarly Activities) Opportunities on campuses of Associated Colleges Course-related campus events (e.g., capstone presentations, projects) Learning Community meetings w/food Civic Engagement, Service Learning &amp; Internships Majors Clubs Departmental Events</td>
<td>Expand international opportunities On campus employment/internships Expand opportunities initiated in courses (e.g., creative writing→literary magazine, theater courses→performance, chorus/instrumental courses→performance) Expand alumni speaker series</td>
</tr>
<tr>
<td></td>
<td>Diversity &amp; Inclusion</td>
<td>Faculty %</td>
<td>12%</td>
<td>26.5%</td>
<td>Intercultural events &amp; conferences Diversity &amp; disability themed courses Diverse peer tutors Center for Diversities &amp; Inclusion Co-Chief Diversity Officers</td>
<td>PD-Fac&amp;Staff Expand programming Promote Universal Design Expand the definition of diversity Civic engagement ESL services</td>
</tr>
<tr>
<td></td>
<td>Admissions</td>
<td># Applications</td>
<td>4380</td>
<td>6000</td>
<td>Support admissions events Program videos Seamless transfer Articulation agreements</td>
<td>Increase recruitment Support PR to increase promotion of activities/events/happenings Student &amp; employer testimonials Collaborate regarding website management</td>
</tr>
<tr>
<td>7) Build Greater Awareness of SUNY Canton</td>
<td>External Support of SUNY Canton</td>
<td>$ % Alumni Participation $ External Funding</td>
<td>$1.1m 2.7%</td>
<td>$1.5m 4.0%</td>
<td>Bring alumni onto campus as guest speakers Maintain connections with local leaders and industry Grant seeking</td>
<td>Expand collaboration with advancement and foundation Collaborate on content for alumni newsletter</td>
</tr>
</tbody>
</table>
• Action Items for 16-17: Promote Academic Excellence
  – Faculty Professional Development
    • Rank Matrices
    • Center for Academic Excellence
  – Student Success
    • Retention, Graduation & Completion
...enable students to achieve their highest potential both personally and professionally.

- Students—first day of class
- Highest potential
  - Graduation
  - Alumni placement
    - Employment
    - Education
- Retention first
Retention: FT/FT

Actual

- 2009-10 = 53.6%
- 2010-11 = 52.7%
- 2011-12 = 62.0%
- 2012-13 = 56.4%
- 2013-14 = 64.0%
- 2014-15 = 66.4%

Projected Targets

- 2018-19 = 71.0%
- 2020-21 = 73.0%
Retention: “Completion”

Six Year Completion Rates - Freshmen and Transfer Students: Fall 2005 - 2011 Cohorts

- Transfer
- Overall
- Freshmen

2005 2006 2007 2008 2009 2010* 2011*
Graduation

• Student Achievement Measure
  – http://studentachievementmeasure.org/participants/196015
Promote Academic Excellence: Student Success: Retention & Completion

• Themes from the peer-reviewed literature
  • Academic Integration/engagement/preparedness
  • Social Integration/engagement
  • Engagement
    – Faculty/Student (Mentoring)
    – Student/Student (Peer Mentoring)
    – Student/Learning (Academic Engagement)
• Career/goal focus
• Early Warning/Intrusive Advisement
• First Year Experience
• Financial issues
5 Big Ideas: Fall 2016 Interventions

1) Financial: Cost Reduction
   – Library Textbook Reserve Program
     • Existing Library Allocation
     • Provost Additional Allocation: $5k
   – Future
     • Encourage use of Open Educational Resources
5 Big Ideas: Fall 2016 Interventions

2) Engagement: Intrusive Advisement
   Flash Poll—Intent to Return & Outreach
   Prevent stop out

3) Engagement: Intrusive Advisement
   Stop Out--Exit Poll & Outreach
   Facilitate readmission
5 Big Ideas: Fall 2016 Interventions

4) Engagement: Faculty & Peer Mentoring
   Program-based Learning Communities
   Monthly “Free Lunch”—$5 Fridays (Faculty Mentoring)
   Curriculum Coordinators (or designee)
   ASSIT Directors also
   FYE Instructors (one-time, week 3-4)

Invite upper division students (Peer Mentoring)

Eat and converse with students (Social Engagement)
5 Big Ideas: Fall 2016 Interventions

5) Early Warning/Intrusive Advisement

Engaged-Not Engaged & Outreach

“Who has the verbal?”

Week 4-5: Academic Advisors asked to contact NE advisees (F2F, phone, skype)

- Facilitate an understanding of NE/Refer to faculty office hours (F2F, phone, skype)
- Facilitate a strategy for success

Future: Expand to MTS & Outreach
Strategies for Success

• In Class Strategies

• Out of Class Strategies
  – Study Skills
  – Office Hours

• Academic Support Services & Instructional Technology Resources
  – To emphasize centrality of these resources, title change:
  – Molly Mott, Associate Provost & Dean of Academic Support Services & Instructional Technologies
Leading the Mission

• Next Steps:
  – Provost Communication:
    • Faculty Assembly Provost’s Briefing (8/16)
    • Deans Cabinet (+) (3+1x/month)
    • Chairs & Directors Forum (4x/year)
    • School Meetings (2x/year)
    • Department Meetings (1x/year)
    • Provost’s Kick-off (1/17)
  – Deans’ Leadership: School/Area Meetings
  – Collaboration Across the Campus:
    • Campus Leadership
    • Executive Cabinet
    • Vice Presidents Group
Because....

Squirrel!
...to achieve their highest potential personally and professionally.