

Academic Plan Review

Working Draft 3.0

Based on feedback from the Chancellor's Cabinet and
Provost Leadership Group

March 2020

BOLD BEGINNINGS.



FUTURE FOCUS.

Aims

1. Share status of Academic Plan efforts
2. Receive feedback to strengthen this assessment
3. Share “what next” ideas
4. Collect additional “what next” ideas
5. Incorporate into 2021-2025 Academic Plan

2017-2020 Academic Plan at:
<https://www.uwp.edu/explore/offices/academicaffairs/academicplan2017-2020.cfm>

Discussion Questions

1. What do you like?
2. What's don't you like?
3. What's missing?

- Jump in as we go!
- Focus is on collecting your ideas; not evaluating them

An example of something missing...

- Why isn't it called the Academic and Students Affairs Plan?

Background

- Previous academic plan (2012-2020) was based on excellent analyses; 2016 review indicated need for more focus and implementation
- Summary of progress prepared
- Summary of progress and goal-ranking survey distributed to constituents
- Provost and Committee on Academic Planning used input to propose four strategic goals/commitments endorsed by Faculty Senate

Academic Plan Goals

- | | |
|-------------------------|---|
| 1. Student Success | FT, FT 6-year grad rate of 50%;
eliminate achievement gaps |
| 2. Enrollment | To 5,000 students |
| 3. Curriculum Relevance | Each undergraduate has at least
two high-impact practices |
| 4. Campus Community | Improve faculty and staff support |

Updates on Academic Plan at:
<https://www.uwp.edu/explore/offices/academicaffairs/academicplanupdates.cfm>

Status of Student Success Efforts

- The number of graduates, a global measure of student success, are increasing and hit all-time high last year
- The number of Hispanic and Pell graduates is increasing; the number of African American graduates is not
- The number of graduates who started as freshman has increased a bit and the number who started as transfers has increased more
- Overall 6-year graduation rates and rates for URM and Pell groups have increased, including hitting all-time highs, though still much room to improve

Status of Student Success Efforts (cont'd)

- Overall retention rates for first-time, full-time students are flat, but have declined for Pell and African American students
- Overall retention rates for transfer students and rates for Pell and URM transfers have increased

Next-Level Student Success Efforts

- Elevate equity and create organization roles to support this
- Continue implementation and scaling of best practices
- Develop better understanding of attrition among African American (and other) students on why they discontinue their studies; the effects of COVID on student success; the relationship between hours worked and graduation rates; DFW rates; and the effects of 1st-year HIPs participation; incorporate insights from students themselves and from advisors; get holistic view from Clearinghouse data
- Develop and implement retention-building plans for lower division students
- Should we restart an Honors Program?

Next-Level Student Success Efforts

- Develop and implement advising assessment plan to better understand contributions to student success
- What can we learn from superior success rates in Athletics
- Get close-to-finish-line students to graduation
- Message on progress as well as need for improvements
- Take advantage of classroom tech improvements to better serve students

Status of Enrollment Growth Efforts

- Fall 2020 and Spring 2020 enrollments at 7-year highs
- Growth driven by new online and master's programs; improvements in graduation rates; decrease in undergrad trend perhaps worsened by COVID
- Master's students 14% of headcount in Fall 2020; 2.6% in Fall 2016
- HS grads in SE WI to decline 5.7% through 2026*; continue focus on student success
- Demand for lifelong learning imply opportunities in adult undergrad and grad markets
- Bachelors or higher attainment rates lower in our region (Kenosha – 25%; Racine – 24%, WI – 29%; U.S. – 31%):** so our growth is needed to fuel prosperity
- Enrollment growth improves revenue which funds increased faculty and staff support

* Applied Population Lab, UW-Madison, 2017

**American Community Survey 2018

BOLD BEGINNINGS.



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Next-Level Enrollment Efforts

- Continue improving student success
- Continue program innovation efforts
- Continue efforts to better serve adult students
- Continue efforts to obtain HSI designation
- Strengthen understanding of how to better serve adult students
- “Repackage” existing offerings for adult students; assess our portfolio based on market needs

Next-Level Enrollment Efforts (cont'd)

- Support GTC effort to add AA/AS degrees to their portfolio
- Tell better story about lifetime value of higher education and financial literacy
- Develop financial aid strategy integrated with comprehensive campaign
- Consider increasing marketing expenditures
- What's our strategy to build college-going?
- What's our vision for curriculum delivery modality mix?

Status of Curriculum Relevance Efforts

- Mature CBL program strengthened
- Internship program bolstered
- Strengthening and further scaling campus employment
- Early stages of HIPs in General Education taking shape; exposing lower division students to HIPs
- Increase participation in internships; need broader professor and staff support/incentive model to scale
- Remove barriers for working students by expanding academic supervision of (HIP-like) career-congruent work experiences

Next-Level Curriculum Relevance Efforts

- Incorporate career development into students' curricular and co-curricular experiences; define and assess desired competencies
- How many HIPs do we emphasize? (e.g., include undergraduate research, study abroad?)
- Do students need a 4-year HIPs plan?
- Can the Academic Plan integrate more with Civic Action Plan?
- Assess whether new CBL designation process improved quality

Status of Campus Community Efforts

- Wyllie Hall renovation will be huge improvement in student services and Library
- Expanded instructional development programming; good participation
- Significant expansion in number of technology-equipped classrooms to support distance learning; continuing lab upgrades
- Grants and contract levels flat and lower than peers; partnership with WiSys and CRISC are initiatives to build on; look at grant totals on per-capita basis
- Recent base salary and Faculty promotion increases welcome but insufficient to close gaps with peers
- Some growth in the number of Faculty and Academic Staff counts
- Retention of Faculty and Limited Staff quite high; lower in other categories

Status of Campus Community Efforts (cont'd)

- Gains in percent of overall employees of color (~19%) but still about half rate of our students; how do we offer more support?
- Gains in percent of Faculty and IAS of color (~25%; ahead of peers); how do we offer more support?
- Disaggregate employee data above by racial group, set goals and strategies to achieve them (flat at 12% African American and Hispanic)
- Overall teaching productivity increased to 4th in UW System

Next-Level Campus Community Efforts

- Develop and implement salary increase strategy; especially at full, associate, and IAS levels where gaps are biggest
- Strengthen EDI culture; expand scope and scale of EDI in instructional and staff development; in curriculum
- Recruit and retain more colleagues of color
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Spring 2021 Next Steps

- Continue to collect feedback campus-wide
- Draft new plan based on input and circulate for comment
- Finalize and seek endorsement for 2021-2025 Academic Plan

