

Assessment of Action Items
Academic Year 2015-2016
Completed July 31, 2016

Summary

Strengths

The CLA Faculty Fellows project exceeded our expectations in terms of the product resulting from the work and in some unanticipated ways. The Fellows applied for and were granted an FLC for 16-17 with faculty from other colleges in order to create the programs they propose in their report. This FLC or some combination of the group and our staff will apply for an NEH grant to support the curricular development. In addition, the group members are participating in our branding initiative as well. Having the group in the Dean's office each week created intangible benefits in that it helps reinforce the open-door, service-based atmosphere we seek to create in the office. Once the project from this group is complete, we will engage another cohort of fellows for a different task.

The Fall CLA Faculty Meeting was well attended and useful. We plan to continue that initiative and, perhaps, pair it with an event hosted by our student advisory board.

Weaknesses

We made less progress on internships than we had hoped. Dawn McCormack will lead an initiative to meet with the largest employers in Middle Tennessee with two goals. First, we would like a comprehensive sense of how employees "work" in the local workforce. That is, what do they need to know and be able to do in order to be successful. Second, we hope to establish partnerships that will lead to internships.

Recommended Changes for 2016-2017

Due to changes in leadership at the university, we should re-evaluate our training plans for faculty (other than new chair training).

Theme: Enhancing Student Success**Goal 1: Enhance the curricular and co-curricular experience of current students.**

Objective	Action Items	Responsible Parties	Assessment	Results
Improve the instructional experience for all students in Liberal Arts.	Advocate for access to multi-media instructional technology in all CLA classrooms.	Dean, Associate Dean	% of CLA classrooms with Master Classroom technology.	Successful TAF proposals for Master Classrooms and a tech-based informal learning space in Peck Hall. All classrooms being brought up to minimum tech standards.
	Continue voluntary course redesign initiative.	Chairs, Faculty	% of General Education courses redesigned.	Faculty continue to seek out, develop, and experiment with engaging pedagogies. The College has facilitated a faculty brown bag and continues to support faculty efforts especially as MT Engage begins.
Continue to improve the advising experience for students.	Facilitate high-quality faculty and college advising, including faculty training and regular communication between faculty and college advisors.	Advising Manager, Chairs, Associate Dean	Student advising survey satisfaction rate.	Waiting for results of IEPR survey.
	Encourage all faculty advisors to use the EAB platform.	Advising Manager, Associate Dean, Department Chairs	% of faculty advisors using EAB.	Advisors will be working to make faculty aware that login is direct now. This should increase the numbers using this system.

Objective	Action Items	Responsible Parties	Assessment	Results
Build common areas for students to work with one another and with faculty outside the classroom.	Advocate for more informal learning spaces closer to CLA departments.	Dean, Associate Dean	# of CLA informal learning spaces created.	Awarded TAF funds for informal learning space in Peck Hall (History). Secured a new CLA & Music building in the Master Plan.
Create a mechanism for obtaining feedback from students.	Establish a student advisory council.	Associate Dean	Achieved by end of AY 15-16.	SAB established and began meeting in Spring 2016.
Develop interdisciplinary projects and programs with STEM-related disciplines.	Establish a committee to identify, develop, and coordinate interdisciplinary opportunities with a STEM and Humanities/Arts focus.	Associate Dean, Chairs	# of interdisciplinary courses offered. Value of interdisciplinary grants received by CLA faculty (as PIs or co-PIs).	Faculty fellows group established in January 2016. Proposed several interdisciplinary programs, FLC for 16-17. Will work with CLA to apply for NEH finds in 2017.
	Develop interdisciplinary courses and/or programs that include STEM and Humanities/Arts.	Associate Dean, Committee, Faculty		See above.
	Create an internal grant competition for projects that bridge STEM and Humanities/Arts and include faculty and student participants.	Committee, Dean		Will apply for NEH funding for programs above.
Increase global competency of CLA students.	Increase participation in study abroad.	Dean, Chairs, Faculty	% of CLA students participating in and % of CLA faculty leading study abroad courses.	% participating declined in 15-16, but CLA still leads the university. Numbers for 16-17 not out yet.
Increase the quantity and quality of internships available to CLA students.	Identify and recruit new internship partners.	Faculty Coordinator, Associate Dean, Chairs	% of students participating in internships.	Faculty coordinator created a report on best practices.

Objective	Action Items	Responsible Parties	Assessment	Results
	Increase financial support for internships.	Faculty Coordinator, Development Officer, Dean		Incomplete.
	Highlight available internships on CLA website.	Faculty Coordinator, Associate Dean, Chairs, Faculty		Incomplete.

Theme: Promoting Faculty Development

Goal 2: Increase professional development opportunities for faculty.

Objective	Action Items	Responsible Parties	Assessment	Results
Increase awareness of external and internal professional development opportunities.	Create an inventory of faculty development opportunities and funding on CLA website.	Dean's Staff	Achieved by end of AY 15-16.	First draft posted on website.
Increase opportunities for contingent faculty.	Establish a fund for professional development for contingent faculty.	Associate Dean	Amount of funds earmarked for contingent faculty.	We are in the process of establishing this fund.
Create workshops to assist faculty with professional development.	Establish an annual T&P workshop for CLA.	Associate Dean	Phased rollout of workshops during planning cycle.	In process at university level. Will design around the university to avoid overlap.
	Establish an annual grant-writing workshop for CLA.	Associate Dean		Incomplete.

Objective	Action Items	Responsible Parties	Assessment	Results
	Add CLA specific events across the first year of employment for new faculty.	Dean, Associate Deans, Senior Faculty		In process. New Chair training began Fall 2016.

Theme: Advocating for the Liberal Arts

Goal 3: Increase enthusiasm for the liberal arts among prospective and current students in order to stabilize and grow enrollment in CLA programs and courses.

Objective	Action Items	Responsible Parties	Assessment	Results
Increase awareness of current student and faculty success.	Work with departments to spotlight student achievements and co-curricular activities in publications off campus, particularly targeting potential students.	Events Coordinator, Departments, Faculty	# of first time freshmen and transfer students who select majors and minors in CLA.	Branding campaign in design phase. Introduced to faculty at fall meeting. Will introduce to Board on Oct. 20.
	Send CLA publications to local editors.	Events Coordinator		Will begin with Fall 2016 magazine.
	Encourage the CLA advisory board to invite faculty and students to community events and alert us to opportunities to “tell our story.”	Dean		Invited alumni success stories with electronic magazine delivery.
Develop discipline-specific recruiting initiatives to attract transfer students.	Facilitate discipline-specific links with local community colleges.	Chairs and Directors		Multiple departments developing a variety of links with our feeder schools. See Student Success presentation on website for details.
Improve recruitment of students from critical identity groups (e.g., minority groups).	Identify underrepresented groups and provide appropriate recruiting materials.	Chairs and Directors	IPEDS data on diversity of undergraduate student cohort.	Incomplete.

Goal 4: Promote the value of a Liberal Arts education.

Objective	Action Items	Responsible Parties	Assessment	Results
Demonstrate the value of research and creative activity in the Liberal Arts.	Encourage dissemination of research and creative activity to broad audience beyond the academy.	Chairs, Dean	# of articles in mainstream publications and public talks/performances given by faculty.	
Help all students understand the purpose of General Education in a way that is meaningful to them.	Encourage General Education faculty to be explicit in identification of the key learning outcomes (knowledge and skills) in General Education courses.	Chairs, Directors, Undergraduate Curriculum Directors	GSS survey responses related to general education.	Waiting for survey data.
	Provide all college advisors and faculty with information about the knowledge and skills gained in specific General Education courses or blocks.	Advising Manager, Associate Dean		Waiting for survey data.
	Emphasize the importance of General Education as a foundation for all education at CUSTOMS and other advising events.	Advisors, Dean		Waiting for survey data.

Theme: Building Community**Goal 5: Increase interactions among faculty and between faculty and CLA staff members.**

Objective	Action Items	Responsible Parties	Assessment	Results
Improve communication between faculty & college staff.	Establish a college-wide annual meeting.	Dean	Communication-related questions in IDEA evaluation.	Began Fall 2015.
	Provide regular updates about issues facing the college to the faculty.	Dean		Began Fall 2016.
Facilitate informal interdisciplinary interaction.	Establish a CLA brownbag series for faculty research, innovative pedagogy, or critical issues/themes discussions.	Associate Dean, Chairs	# of interdisciplinary projects resulting from series.	First event in Spring 2016.
Facilitate formal interdisciplinary interaction.	Form a committee to study the potential for an interdisciplinary center for the Liberal Arts.	Associate Dean	Committee report submitted by the end of AY 16-17.	