Every time you are tempted to react in the same old way, ask if you want to be a prisoner of the past or a pioneer of the future. – Deepak Chopra

Academic Affairs, in partnership with the other divisions, commits itself to the ULM Strategic Plan as the University continues to change lives for the betterment of the citizens of our region. The faculty, staff, and administrators will align divisional, collegiate, school, and program offerings, policies, and processes

Several strategies and tactics from the ULM plan have been identified (presented in the wire frames) as falling either partially or totally within Academic Affairs. The following outline highlights those discoveries, the partnerships with other offices, as well as the steps Academic Affairs will take in fulfilling those obligations. The ULM plan has been cited for context.

In many instances, review committees will be commissioned in the fall 2022 semester to offer

ability to meet its responsibilities. To be clear, these review committees will not supplant standing university committees. The will offer recommendations for consideration. To help coordinate those efforts, the Academic Affairs Faculty Advisory Committee has been tasked with informing and guiding activities alongside the Council of Deans. The committee membership is; Dr. Deborah Craighead, Dr. James Boldin, Dr. Janelle McDaniel, Dr. Jessica Brady, Dr. Jose Cordova, Dr. Karen Briski, Dr. Mary Adams, Dr. Mkay Bonner, and Dr. Patti Calk.

, and some cannot be accomplished in one year.

Part of the guidance offered by the two aforementioned groups will be to prioritize the work and establish reasonable completion dates. Along with the committee recommendations, academic and financial plans for all activities will be submitted, assessed, and used to determine feasibility of and progress toward the goals.

There will be a number of external and internal influences that Academic Affairs will address in the coming years. To that end, all planning and documentation needs to be flexible to adapt to new opportunities.

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.

Ensure all sources of financial resources are maximized and leveraged to achieve our mission of transformation.

Enhance learning and campus community for our faculty, staff, and students by providing wellmaintained, modern, and welcoming facilities.

Develop a plan for improvement of office, classroom, clinic, and lab spaces. (with Business Affairs)

<u>Committee Topic</u>: Research, Intellectual Property, and Indirect Costs: Review policies and procedures that will encourage and better leverage:

- a. Definition of research at ULM
- b. Impediments to research, both on and off campus
- c. Research marketability
- d.

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)

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)

Tactic:

Provide diversity, equity, and inclusion training and open conversations at professional development events such as University Week. (with DEI)

Committee Topic: Achievement Gaps

- a. Male vs female
- b. Underrepresented groups
- c. First Generation
- d. Graduate
- e. International

Committee Topic: General Education

- a. Review
- b. Introduction and reinforcement of ULSGraduate competencies in GE curriculum
- c. Map GE curriculum to aid programs in assessment and fulfillment ULS Graduate competencies

<u>Tactic</u>: Academic Affairs will collaborate with the Office of Diversity, Equity, and Inclusion to develop programming for domestic and international students. The new Faculty and Staff Center for Excellence will include planning and presentation of diversity and equity dialogue at the beginning of semesters and throughout the year. Completion date: May 2024.

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

Provide experiences that help students discover and better understand career paths. (with Student Affairs)

Foster students' opportunities for emotional growth and support through discreet and peer-led platforms. (with Student Affairs)

Provide opportunities for students to gain leadership experience through organizations and professional workshops. (with Student Affairs)

<u>Tactic:</u> Develop a complete learning record that can be used to catalog progress toward the ULS graduate competencies and career readiness. Completion date: July 2024

Recruit new faculty and staff to fill open positions, with a focus on timely recruitment. (with Business Affairs)

Develop a strategic human resource plan for the recruitment and retention of faculty and staff from underrepresented groups. (with Business Affairs and DEI)

Assess current faculty and staff workloads and develop a plan for equity and/or reduction of workloads,

Committee Topic

c. Schedule

Goal 3: Maintain and support the level of intellectual activity necessary by our scholars to support innovation, preparation of students for successful career

Maximize opportunities to offer and host visual and performing arts events for the community. (with Enrollment Management and Community Relations)

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)

Tactic:

Other committees with be charged with reviewing the following topics to more fully support the plan. These committees will help provide foundational work on which Academic Affairs can build a sustainable environment based on reliable academic and financial data. The organization of Academic Affairs will need to be scrutinized to determine what structure best supports the strategic plan.

- A. Data Governance
- B. Academic Structure
 - a. Organizational chart
 - b. Responsibilities
 - c. Process and Policy Analyses
- C. Academic Budget Model
 - a. Revenue sharing
 - b. Incentive planning
 - c. Summer School
 - d. Business plans for all programs

Academic Affairs will establish a website for publication of all strategic planning materials, proposal submission, and to encourage dialogue. work with the Strategic Planning

initiatives. All colleges, schools, and programs will begin or continue working on strategic plans in their respective areas in support of the ULM Strategic Plan.