

1. Encouraging and Maintaining Academic Excellence

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Goals	Action Items	Benchmarks/Assessment	Timeline	Responsibility*
1. Establish and Implement new holistic model of Academic Advising	1. Discuss and design Holistic Academic Advising model utilizing range of IUSB faculty and staff advisory resources	Campus Holistic Advising Plan implemented in all units by 2005-6	2004-6	
	2. Develop and implement academic advising workshops for faculty and staff (through UCET)	# faculty served in holistic advising workshops \$	2005—6 ongoing	
	3. Develop advising assessment mechanism; conduct and review assessments of advising on annual basis - IR office.	#Students on probation, in honors, in remedial programs. Retention and graduation rates,	2005— ongoing	
	4. Recognize and reward advising as faculty expectation (Annual Reports).	# faculty annual reports recognizing advising; merit rewards \$	2005--	

* To be completed in Fall, 2004

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<p>2. Academic Assessment "Audit": Identify, Review, and Develop Criteria for Academic Program Priorities, Viability of Existing Programs, and Areas of Excellence</p>	<p>1. Develop standards and policies for review of undergraduate academic programs and future program development in "Academic Master Plan."</p>	<p>Program "audit" mechanism in place, supported by IR office</p>	<p>2004-5</p>	
	<p>2. Develop curriculum and implement process to assess IUSB's new General Education program.</p>	<p># "Core" courses developed and approved; Outcomes Assessment mechanism in place to determine if program is meeting its goals, student satisfaction</p>	<p>2005-6 ongoing</p>	
	<p>3. Develop policies to assess needs, guide investments in, and review success of Institutes, Centers, and designated Areas of Excellence.</p>	<p># programs reviewed and new program areas identified \$</p>	<p>2004-5 ongoing</p>	

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<p>3. Development of Graduate Education at IUSB: Graduate Master Plan</p>	<p>4. Identify potential programs of Interdisciplinary Learning.</p>	<p># students enrolled, # of interdisciplinary opportunities available</p>	<p>2004—ongoing</p>	
	<p>1. Develop Graduate Program Master Plan for program development</p>	<p>Graduate Program master plan approved and adopted by Graduate Council</p>	<p>2004-5</p>	
	<p>2. Clarify policies for: faculty teaching qualifications, student admission standards, joint undergraduate-graduate offerings</p>	<p>Graduate Program Policies approved by Graduate Council, implemented by faculty and staff</p>	<p>2004-5</p>	
	<p>3. Develop Hiring plan for Director of Graduate Studies</p>	<p>Director of Graduate Studies hired and office functioning \$</p>	<p>2005</p>	
	<p>4. Identify sources of financial aid support for graduate students</p>	<p>Financial aid resources available for graduate student support \$</p>	<p>2005—Ongoing</p>	

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<p>4. Expand Support for Research, Scholarship, and Creative Activity Opportunities</p>	<p>5. Participate in ongoing review of University Graduate School programs</p>	<p>IUSB represented in IU discussions, campus feedback</p>	<p>2004-5</p>	
	<p>1. Create a Campus Research Council</p>	<p>Council In operation</p>	<p>2004-6</p>	
	<p>2. Hire Director of Research and Sponsored Programs</p>	<p>Director hired and office functioning \$</p>	<p>2005</p>	
	<p>3. Develop robust IUSB grantsmanship plan with meaningful incentives</p>	<p>Plan developed; # persons attending workshops, # grants submitted, # grants, \$</p>	<p>2004-5</p>	
	<p>4. Develop competitive grant programs and faculty/staff internships sponsored by foundations, agencies and local businesses.</p>	<p>#, \$ foundations, local agencies and businesses support</p>	<p>2005—ongoing</p>	

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<p>5. Support Faculty Excellence and the "Scholarship of Teaching"</p>	<p>5. Maximize and increase internal "seed money" funding; take greater advantage of IU funding opportunities</p>	<p>Local and IU statewide \$\$, # of proposals submitted and funded; external funding \$ resulting</p>	<p>2004-5</p>	
	<p>1. Expand UCET resources and programs to encourage active, self-directed, intentional learners.</p>	<p>Planning retreat on UCET's future</p>	<p>2004-5</p>	
	<p>2. Develop a collaborative conversation on teaching and learning with K-12 schools.</p>	<p># conversations, teachers and IUSB faculty and staff</p>	<p>2004-5 ongoing</p>	
	<p>3. Provide new incentives for all IUSB faculty to develop teaching effectiveness through teaching awards, sabbaticals and internships</p>	<p>New awards for teaching distinction (non-tenured faculty, first-year studies, general education.) \$</p>	<p>2005-10</p>	

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	<p>4. Increase campus support for Scholarship Of Teaching and Learning, (SOTL) including sponsorship of Annual Regional Conference and faculty research and publications.</p>	<p>Clerical and staffing; release time for editor' # articles published, # issues distributed, readership surveys \$</p>	<p>2004-ongoing</p>	
	<p>5. Enhance Faculty Development support and recognition for non-Tenure track Lecturers and Associate Faculty</p>	<p># non-tenure faculty in workshops</p>	<p>2005 ongoing</p>	
	<p>6. Develop a comprehensive campus plan for endowed chair professorships</p>	<p>Plan developed, campus discussion</p>	<p>2005-6</p>	

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6. Improve Instructional, Technological and Organizational Infrastructure	<p>1. Develop a plan to expand, enhance and equip campus facilities: classroom, laboratory and studio facilities for teaching, learning, research, and creative activity.</p>	<p>IUSB facilities plan</p>	<p>2005-6</p>	
	<p>2. Create IT plan to update, improve, and maintain classroom, studio and laboratory technology, including "technology desks" in all classrooms.</p>	<p>Phased-in improvements, Technology Plan; install technology desks \$</p>	<p>2004-5 by 2008</p>	
	<p>3. Develop faculty and staff leadership potential through self-assessment, leadership and performance enhancement programs on and off campus.</p>	<p># programs, faculty and staff participants; movement to leadership positions; Staff and faculty review process \$</p>	<p>2004-- ongoing</p>	

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<p>7. Expand Academic Enhancement Opportunities for all Students</p>	<p>1. Serve as a bridge between high school and college: foster high expectations for prospective IUSB students through community workshops, campus visits.</p>	<p># workshops, visits; # of participants; # well-qualified applicants for admission; # entry-level students needing remediation \$</p>	<p>2004—ongoing</p>	
	<p>2. Initiate annual IR in-depth study of match of student developmental needs with IUSB resources and curriculum.</p>	<p>Annual Report on Student Achievement; NSSE data</p>	<p>2005—ongoing</p>	
	<p>3. Expand impact of Honors program and Undergraduate Research (SMART) through staff, faculty advocacy, participation, and recruitment efforts.</p>	<p>Increased # of Honors students, courses, Honors Graduates \$</p>	<p>2005—ongoing</p>	

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	<p>4. Involve faculty, staff, alumni, and "Student Ambassadors" in mentoring programs</p>	<p># participating in mentoring programs \$</p>	<p>2004— ongoing</p>	
	<p>5. Reinstate "ASPIRE" program to encourage IUSB undergraduates to prepare for graduate school and competitive fellowships</p>	<p># workshops, involvement; # IUSB students applying for graduate admissions and fellowships</p>	<p>2004-5 ongoing</p>	
	<p>6. Strengthen assessment of student outcomes and link to program improvement</p>	<p>IR studies of assessment data; and surveys; NSSE</p>	<p>2005</p>	
	<p>7. Employ the diversity and the community connections of students as a learning tool in all programs. Develop campus link to American Democracy Project (ADP)</p>	<p># students involved in experiential and service learning. # faculty and students involved in civic engagement and ADP activities, NSSE Assessment (annual)</p>	<p>2004— ongoing</p>	