<table>
<thead>
<tr>
<th><strong>Academics</strong></th>
<th><strong>Students &amp; Alumni</strong></th>
<th><strong>Faculty &amp; Staff</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>19 departments, programs &amp; nationally accredited schools</td>
<td>2,496 students in fall 2016</td>
<td>More than 160 staff and faculty in Moscow, Coeur d’Alene and Boise</td>
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<td>44 undergraduate degrees (not including emphases)</td>
<td>23,026 alumni as of May 2017</td>
<td>3 University Distinguished Professors</td>
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<td>17 graduate degrees</td>
<td></td>
<td>10 professional advisors (more than any other UI college)</td>
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<td>3 doctoral programs</td>
<td>97% of graduating CLASS seniors are satisfied with the quality of their education</td>
<td></td>
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<tr>
<td>3 certificates</td>
<td>91% of graduating seniors are employed or in graduate school within three months of graduation</td>
<td></td>
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<tr>
<td>39 minors</td>
<td></td>
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<tr>
<th><strong>A.</strong> Provide greater access to educational opportunities to meet the evolving needs of society.</th>
<th><strong>B.</strong> Foster educational excellence via curricular innovation and evolution.</th>
<th><strong>C.</strong> Create an inclusive learning environment that encourages students to take an active role in their student experience.</th>
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<td>1. Expand the transformative and life-changing foundational curricula of the humanities, social sciences and performing arts by expanding key programs on campus, online and at the UI centers around the state of Idaho and by ensuring that students and faculty have access to the state-of-the-art equipment necessary for instructional purposes. a. Launch seven new degree programs by 2019 (COMPLETED) *</td>
<td>4. Provide undergraduates the opportunity to engage in meaningful interdisciplinary experiences that prepare them for the evolving needs of society. Working with the Office of Undergraduate Research, CLASS faculty will make students aware of opportunities to write, perform, investigate and collaborate with CLASS faculty as well as opportunities with faculty and students in other colleges. These include extra-curricular as well as inter-university opportunities. a. Expand interdisciplinary grant programs in the college as well as develop six new interdisciplinary undergraduate and graduate programs (ONGOING) *</td>
<td>8. Conduct an inventory to refine recruiting, advising and retention efforts in CLASS to support the needs of our diverse and large student population. a. Conduct inventory by fall 2017 (ONGOING) *</td>
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<tr>
<td>2. Continue to provide a significant number of courses for the academically rigorous and integrative General Education curriculum. a. Hire two new faculty members per every 500 students that register at the university. In turn, we will convert these clinical positions to permanently budgeted, possibly tenure-track, positions. +</td>
<td>5. Reallocate resources to support and provide incentives for faculty and staff professional development opportunities and curricular innovation through the establishment of a CLASS Center for Teaching, Learning and Professional Enhancement, which in turn, will help create and promote programs to increase retention and graduation rates. a. Create CLASS Center for Teaching, Learning and Professional Enhancement by spring 2018. This center will work in partnership with the UI Center for Teaching and Learning as well as the UI Vandal Student Success Center (TO BE COMPLETED IN FY18) *</td>
<td>9. Expand the transformative and life-changing foundational curricula of the humanities, social sciences and performing arts by expanding key programs on campus, online and at the UI centers around the state of Idaho and by ensuring that students and faculty have access to the state-of-the-art equipment necessary for instructional purposes. a. Launch seven new degree programs by 2019 (COMPLETED) *</td>
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<td>3. Expand academic programming that supports undergraduates and graduates across the entire university system. This includes the work of the Writing Center and General Studies Program as well as new programs to support advising to increase retention and graduation rates. a. Hire one student success advisor in the CLASS Student Services area for every additional 250 students. +</td>
<td>6. Promote the number of NSSE High Impact Practices available to students in CLASS through advising and faculty workshops, which will increase retention and graduation rates. a. Use CLASS Center for Teaching, Learning and Professional Enhancement to establish new workshops to enhance advising and expand HIPs (TO BE COMPLETED IN FY18) *</td>
<td>11. Publicize and support the use of systems like the CARE report, the Bias Response Team and Title IX so that faculty, staff and students can effectively communicate when they have experiences at UI that make it difficult to participate fully in the campus community. a. Publicize means to make grievances and reports to university relative to bias. Title IX and other issues (ONGOING) *</td>
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<td>4. Support and build robust relationships between our faculty, staff and students with UI’s diversity units as well as with TRiO and other programs that support unrepresented student populations. a. Use CLASS Center for Teaching, Learning and Professional Enhancement to continue to build robust relationships between CLASS and UI’s diversity units (TO BE COMPLETED IN FY18) *</td>
<td>7. Maintain the elimination of remedial courses in CLASS. CLASS eliminated remedial course offerings in 2014. a. Use CLASS Teaching, Learning and Professional Enhancement to continue to build structures such as tutoring to help students so that they do not need remediation (TO BE COMPLETED IN FY18) *</td>
<td>12. Foster a shared university culture where achievements are highlighted and promoted outside of the college and university for communicating the value of our work to the state. a. Use CLASS Marketing and Communications team to highlight and promote accomplishments (ONGOING) *</td>
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<td>5. Support curricular and co-curricular opportunities for students that bring a multicultural and international perspective. a. Include multicultural and international perspectives in the seven new CLASS majors (COMPLETED) *</td>
<td>8. Work with the university’s diversity units, human resources and PDL to create a university-wide training video for all members of hiring committees that highlights the impact of unconscious bias in hiring, in order to create strong and diverse pools of applicants. a. Create video training for CLASS hiring committees (ONGOING) *</td>
<td>13. Emphasize the university’s land-grant mission in providing a meaningful education for all of Idaho’s citizens. a. Use CLASS Marketing and Communications team to emphasize how CLASS contributes to the mission of providing a meaningful education to Idahoans (ONGOING) *</td>
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<td>6. Expand interdisciplinary grant programs in the college as well as develop six new interdisciplinary undergraduate and graduate programs (ONGOING) *</td>
<td>9. Support, and when necessary, create groups to support staff, faculty and students that are committed to promoting an inclusive and equitable climate. a. Establish Climate Task Force in CLASS by fall 2017 (ONGOING) *</td>
<td><strong>TRANSFORM</strong></td>
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<td>10. Create an inclusive community that welcomes multicultural and international perspectives. a. Promote multicultural events using CLASS Marketing and Communications team (ONGOING) *</td>
<td>11. Publicize and support the use of systems like the CARE report, the Bias Response Team and Title IX so that faculty, staff and students can effectively communicate when they have experiences at UI that make it difficult to participate fully in the campus community. a. Publicize means to make grievances and reports to university relative to bias. Title IX and other issues (ONGOING) *</td>
<td><strong>CULTIVATE</strong></td>
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| **B.** Build an inclusive community that welcomes multicultural and international perspectives. a. Promote multicultural events using CLASS Marketing and Communications team (ONGOING) * | 12. Foster a shared university culture where achievements are highlighted and promoted outside of the college and university for communicating the value of our work to the state. a. Use CLASS Marketing and Communications team to highlight and promote accomplishments (ONGOING) * | **Green text denotes action items that are completed or will be completed during FY18 (also noted with a *)**
| 1. Support of faculty, staff and student attendance at CLASS multicultural events. a. Promote multicultural events using CLASS Marketing and Communications team (ONGOING) * | 13. Emphasize the university’s land-grant mission in providing a meaningful education for all of Idaho’s citizens. a. Use CLASS Marketing and Communications team to emphasize how CLASS contributes to the mission of providing a meaningful education to Idahoans (ONGOING) * | **Blue text denotes action items to be completed by and/or throughout Waypoint 1 (also noted with a *)**
| 2. Encourage participation in the university’s diversity unit’s Diversity Certificate Program for faculty and staff. a. Use CLASS Center for Teaching, Learning and Professional Enhancement to continue to incentivize participation in the Diversity Certificate program (TO BE COMPLETED IN FY18) * | 14. Emphasize the university’s land-grant mission in providing a meaningful education for all of Idaho’s citizens. a. Use CLASS Marketing and Communications team to emphasize how CLASS contributes to the mission of providing a meaningful education to Idahoans (ONGOING) * | **Purple text denotes action items to completed beyond Waypoint 1 (also noted with a +)***
| 3. Support curricular and co-curricular opportunities for students that bring a multicultural and international perspective. a. Include multicultural and international perspectives in the seven new CLASS majors (COMPLETED) * | 15. Foster a shared university culture where achievements are highlighted and promoted outside of the college and university for communicating the value of our work to the state. a. Use CLASS Marketing and Communications team to highlight and promote accomplishments (ONGOING) * | **Green text denotes action items that are completed or will be completed during FY18 (also noted with a +)**
| 4. Support and build robust relationships between our faculty, staff and students with UI’s diversity units as well as with TRiO and other programs that support unrepresented student populations. a. Use CLASS Center for Teaching, Learning and Professional Enhancement to continue to build robust relationships between CLASS and UI’s diversity units (TO BE COMPLETED IN FY18) * | 16. Foster a shared university culture where achievements are highlighted and promoted outside of the college and university for communicating the value of our work to the state. a. Use CLASS Marketing and Communications team to highlight and promote accomplishments (ONGOING) * | **Blue text denotes action items to be completed by and/or throughout Waypoint 1 (also noted with a +)**
| 5. Hire and retain faculty who include issues of diversity in their teaching and research providing students many opportunities to engage with this material. a. Create CLASS Diversity Hiring and Retention Plan and hire a more diverse faculty (ONGOING) * | 17. Establish a permanent fund to support student scholarships for underrepresented groups through targeted development initiatives, research and realization of resources including outreach revenues. a. Establish CLASS Diversity Hiring and Retention Plan and create a system of incentives to support it (ONGOING) * | **Purple text denotes action items to completed beyond Waypoint 1 (also noted with a +)**
| 6. Establish a permanent fund to support student scholarships for underrepresented groups through targeted development initiatives, research and realization of resources including outreach revenues. a. Establish CLASS Diversity Hiring and Retention Plan and create a system of incentives to support it (ONGOING) * | 18. Foster a shared university culture where achievements are highlighted and promoted outside of the college and university for communicating the value of our work to the state. a. Use CLASS Marketing and Communications team to emphasize how CLASS contributes to the mission of providing a meaningful education to Idahoans (ONGOING) * | **Green text denotes action items that are completed or will be completed during FY18 (also noted with a +)**

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