

# College of Letters, Arts and Social Sciences: Waypoint 1 Action Items (July 2017-2019)

The College of Letters, Arts and Social Sciences is the largest and most diverse college at the University of Idaho. CLASS degrees make students successful in any profession by focusing on the skills and experiences that employers want – critical thinking, problem solving, teamwork, leadership, communication and real-world experience. The CLASS faculty are nationally recognized researchers, scholars and artists that are leading the research and creative works in their respective fields. Through its diverse offerings, CLASS faculty also teach a majority of the general education required classes to the entire student body.

## Academics

- 19 departments, programs & nationally accredited schools
- 44 undergraduate degrees (not including emphases)
- 17 graduate degrees
- 3 doctoral programs
- 3 certificates
- 39 minors

## Students & Alumni

- 2,496 students in fall 2016
- 23,026 alumni as of May 2017
- 97% of graduating CLASS seniors are satisfied with the quality of their education
- 91% of graduating seniors are employed or in graduate school within three months of graduation

## Faculty & Staff

- More than 160 staff and faculty in Moscow, Coeur d'Alene and Boise
- 3 University Distinguished Professors
- 10 professional advisors (more than any other UI college)

TRANSFORM	<p><b>A. Provide greater access to educational opportunities to meet the evolving needs of society.</b></p> <p>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 situated at the UI center 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 href="#">a. Launch seven new degree programs by 2019 (COMPLETED) *</a></p> <p>2. Continue to provide a significant number of courses for the academically rigorous and integrative General Education curriculum.  <a href="#">a. Hire two new faculty members per every 500 students that register at the university. In time, we will convert these clinical positions to permanently budgeted, possibly tenure-track, positions. +</a></p> <p>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 href="#">a. Hire one student success advisor in the CLASS Student Services area for every additional 250 students. +</a></p>	<p><b>B. Foster educational excellence via curricular innovation and evolution.</b></p> <p>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 intra-college as well as inter-university opportunities.  <a href="#">a. Expand interdisciplinary grant programs in the college as well as develop six new interdisciplinary undergraduate and graduate programs (ONGOING) ^</a></p> <p>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 href="#">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) *</a></p> <p>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 href="#">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) *</a></p> <p>7. Maintain the elimination of remedial courses in CLASS. CLASS eliminated remedial course offerings in 2014.  <a href="#">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) *</a></p>	<p><b>C. Create an inclusive learning environment that encourages students to take an active role in their student experience.</b></p> <p>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 href="#">a. Conduct inventory by fall 2017 (ONGOING) ^</a></p> <p>9. Exceed the retention rates of new and transfer students from other Idaho public, four-year institutions and work toward comparable retention rates of new and transfer students for our aspirational peers through a coordinated effort that provides targeted mentoring and advising. Also, a team of CLASS faculty and staff will systematically investigate best practices for retention from our peer and aspirational institutions.  <a href="#">a. Use CLASS Center for Teaching, Learning and Professional Enhancement to establish new ways and enhance existing ways of improving retention rates through improved advising, through high impact practices and through internships (TO BE COMPLETED IN FY18) *</a></p>
	<p><b>A. Build an inclusive community that welcomes multicultural and international perspectives.</b></p> <p>1. Support of faculty, staff and student attendance at CLASS multicultural events.  <a href="#">a. Promote multicultural events using CLASS Marketing and Communications team (ONGOING) ^</a></p> <p>2. Encourage participation in the university's diversity unit's Diversity Certificate Program for faculty and staff.  <a href="#">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) *</a></p> <p>3. Support curricular and co-curricular opportunities for students that bring a multicultural and international perspective.  <a href="#">a. Include multicultural and international perspectives in the seven new CLASS majors (COMPLETED) *</a></p> <p>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 href="#">a. Use the 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) *</a></p> <p>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 href="#">a. Create CLASS Diversity Hiring and Retention Plan and hire a more diverse faculty (ONGOING) ^</a></p> <p>6. Establish a permanent fund to support student scholarships for underrepresented groups through targeted development initiatives, research and reallocation of resources including outreach revenues.  <a href="#">a. Maximize and expand CLASS's scholarship for students of diverse backgrounds (TO BE COMPLETED IN FY18) *</a></p> <p>7. Establish a permanent fund to support opportunity hires or retain faculty and staff through targeted development initiatives, research grants and reallocation of resources including outreach revenues.  <a href="#">a. Establish CLASS Diversity Hiring and Retention Plan and create a system of incentives to support it (ONGOING) ^</a></p>	<p><b>B. Enhance the University of Idaho's ability to compete for and retain outstanding scholars and skilled staff.</b></p> <p>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 href="#">a. Create video training for CLASS hiring committees (ONGOING) ^</a></p> <p>9. Support, and when necessary, create groups to support staff, faculty and students that are committed to promoting an inclusive and equitable climate.  <a href="#">a. Establish Climate Task Force in CLASS by fall 2017 (ONGOING) ^</a></p> <p>10. Schedule events during work hours, whenever possible, so that faculty, staff and students who are also caregivers can attend important university events.  <a href="#">a. Create and implement guidelines about events and meetings to be more supportive of caregivers (ONGOING) ^</a></p>	<p><b>C. Improve efficiency, transparency and communication.</b></p> <p>11. Publicize and support the use of systems like the CARE report, the Bias Response Team and Title IX rules 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 href="#">a. Publicize means to make grievances and reports to university relative to bias, Title IX and other issues (ONGOING) ^</a></p> <p>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 href="#">a. Use CLASS Marketing and Communications team to highlight and promote accomplishments (ONGOING) ^</a></p> <p>13. Emphasize the university's land-grant mission in providing a meaningful education for all of Idaho's citizens.  <a href="#">a. Use CLASS Marketing and Communications team to emphasize how CLASS contributes to the mission of providing a meaningful education to Idahoans (ONGOING) ^</a></p>

## CULTIVATE

Green text denotes action items that are completed or will be completed during FY18 (also noted with a \*)

Blue text denotes action items to be completed by and/or throughout Waypoint 1 (also noted with a ^)

Purple text denotes action items to completed beyond Waypoint 1 (also noted with a +)