Dean of the Faculty’s Goals 2021-2022

1. Teaching
   • Fundraise and plan for the Fall 2022 opening of the Center for Teaching and Learning
   • Begin implementation of the CTL Fellows program
   • Offer on campus/virtual faculty development opportunities to support DEIJ and the Integrations Curriculum

2. Mentoring: Chairs, New Faculty, Other groups

3. Hiring Equity: Ensure we have a sustainable process

4. Pilot: Equity-Minded Faculty Workloads Intervention
1. Scholarship and Creative Work Awards
2. Writing Retreats
3. Thursday Forum
<table>
<thead>
<tr>
<th>Academic Programs</th>
<th>Program Prioritization</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
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<td>Office Structures and Integration</td>
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## Goals for the Academic Year—Academic Dean

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</tr>
</thead>
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Provost Goals 2021-22

1. Successful completion of Higher Learning Commission Four-Year Assurance Review
   • Timing may be contingent on Stronger Integration review
   • Submission of Assurance Filing
   • Peer Review

2. Reorganization of Academic Affairs considering Stronger Integration
   • Stronger focus on the integration of the whole student experience
   • Changes in reporting structures to reflect stronger integration

3. Academic Program Prioritization
Academic Program Prioritization

August 24, 2021
CSB and SJU have experienced enrollment challenges
Impact of the student enrollment drop on courses and departments

- For every 100 fewer students there would be 800 fewer course enrollments in one year and 3,200 fewer course enrollments over 4 years.

- Undergraduate enrollment for fall semester is expected to be approximately 3,050, compared to five years ago (2016) when fall enrollment was 3,690.
  - Approximately 5,100 fewer course enrollments (that is about 250 course sections given our average course enrollment)
  - 41 Faculty FTE would support 250 class sections.

- The enrollment decline has not been evenly distributed across programs.
Faculty FTE from 2007-08 to Present

Source: IPEDS-Reported data adjusted to exclude graduate school faculty

Academic Year

- 2007-08: 308
- 2008-09: 310
- 2009-10: 309
- 2010-11: 311
- 2011-12: 321
- 2012-13: 328
- 2013-14: 328
- 2014-15: 310
- 2015-16: 303
- 2016-17: 307
- 2017-18: 297
- 2018-19: 296
- 2019-20: 293
- 2020-21: 274
- 2021-22 Anticipated: 269

Faculty & Enrollment Percent Change From 2007-08

Source: CSB/SIU PEDS-reported undergraduate data

Academic Year


Faculty

0.0% 0.9% 0.3% 1.2% 4.3% 6.5% 6.6% 0.7% -1.4% -0.3% -3.6% -3.8% -4.7% -11.0% -12.5%

Enrollment

0.0% 0.1% -0.8% -0.7% -1.6% -2.7% -2.6% -5.5% -8.4% -7.6% -9.0% -14.2% -16.1% -19.5% -23.4%
Student-Faculty Ratio

Source: CSB/SJU PESD-reported undergraduate data

Academic Year

Goals for Academic Prioritization

- Position CSB/SJU to be leaders in liberal arts education by providing students with education opportunities to meet our key general education learning outcomes and institutional learning goals.
- Make CSB/SJU forward-thinking and supportive of the ongoing needs of our students into the future.
- Keep CSB/SJU competitive in the future higher education marketplace.
- Allow for institutional financial sustainability within academic affairs but also nimbleness and flexibility.
- Maintain a 12:1 student faculty ratio.
- Develop an institutional structure that encourages academic program innovation and creativity that builds on our strengths.
- Focus on our priorities and strengths, and not trying to be everything to everyone.
Why Now?

- Timing is critical because of the enrollment decline at CSB and SJU and the forecast of additional challenges ahead
- Engaging in the prioritization process will inform the next strategic plan
- Process will set up new President for success
- Will be more strategic in allocating resources
- Get ahead of the projected demographic impact outlined by Grawe
Grawe’s (2021) projected number of people attending college by institution type 2018-2034

Source: Grawe, N. (2021). The Agile College: How Institutions Successfully Navigate Demographic Changes, p. 28 (Fig. 2.2). Baltimore: Johns Hopkins University Press.
Process is important

- Faculty Handbook does not require the provost to seek faculty input prior to invoking the Reduction, Impaction, Merger and Closure policy (section 2.14)
- Provost has decided to engage faculty in a prioritization process
- Provost is respecting the governance authority of the boards and presidents
Process for Program Prioritization

- Provost established the Steering Committee and Data Committee
  - Members selected because of their deep institutional service and understanding
  - Focus on institution-wide perspective

- Provost established the charge for the committees, incorporating feedback from faculty leadership, presidents, and committee members

- The Steering and Data Committees will engage in ongoing communication about their work and will seek feedback and input throughout the process

- Report to the Provost by the end of the academic year and Provost will share the report with the faculty

- Provost will publish a response to the Steering Committee recommendations

- Provost will follow faculty handbook section 2.14 for any resulting program reductions, impactions, mergers, or closures
Questions