

REVIEW OF THE ACADEMIC MASTER PLAN
March 31, 2009

The *Academic Master Plan*, adopted by Mississippi University for Women on May 15, 2006, charges Academic Council with reviewing accomplishments towards fulfilling the *Plan* each fall semester. Based on that review, Academic Council will establish planning and budgetary priorities for Academic Affairs for the next fiscal year.

In January of 2007, Academic Council met to establish priorities for FY 2008. Academic Council made a series of recommendations intended to support a university and system goal of increasing the quantity and quality of college graduates by 1) increasing the number of students at MUW; 2) increasing the retention of students from year to year and from enrollment to graduation; and 3) increasing the quality of graduates.

The following serves as a review of those recommendations in an effort to determine which goals have been accomplished and which ones remain to be fulfilled in support of the *Academic Master Plan*. This review was presented to Academic Council on March 31, 2009, with minor corrections made at that meeting. Some of the information in this review, such as vacant faculty positions and faculty searches, is time sensitive and may change.

I. Library Resources:

1. Provide funding for “hard copy” materials, beginning with a minimum of \$75,000 for undergraduate programs and \$50,000 for graduate programs. This is also a good fundraising opportunity, for either large or small gifts.

While funding for journals has remained flat, the library received \$55,000 for undergraduate acquisitions and received \$65,000 from Graduate Council for graduate acquisitions in FY 2009.

2. Fill the position of serials librarian, which has been vacant since 2000.

Position is unfilled.

3. Increase the current 3/4-time position to full time.

This position has been removed from position requests due to a priority shift.

II. Program Delivery:

1. Purchase LUMINUS software to support WebCT (\$30,000).

Software has not been purchased but may be purchased soon. See the next item.

2. Designate fees collected from the IHL eCampus courses for a fund to support faculty development of online courses.

Approximately \$17,000 has been collected and has been placed in a rollover account to purchase LUMINUS software in the future.

3. Create a Center for Teaching, Learning and Technology to support and train faculty in instructional technology.

The Office of Instructional Technology currently addresses this need, and three computer stations with hardware and software necessary for online course development have been purchased to begin the Teaching, Learning, and Technology Center, which will be temporarily housed in the Office of Instructional Technology in Fant Library. However, in addition to staff to support the Center, the Center needs a permanent home, which will be located in the future newly renovated library.

4. Develop a plan for meeting the needs of online students with disabilities and train faculty to meet these needs.

This plan has not been developed. However, one of the tasks of the Global e-College will be to determine the best possible way to interface with all online students, including those with disabilities.

5. Colleges/Institute should explore offering courses in other non-traditional ways, such as compressed-time formats, inter-session courses, etc.

Currently, Academic Affairs is offering accelerated courses for spring 2009. The development of the Global e-College, once implemented, will also deliver several programs fully online. Finally, the university is offering several certificate programs.

6. Colleges/Institute should consider developing 2+2 programs for online delivery with individual community colleges.

The College of Business and Legal Studies has developed a fully online 2+2 business program with Mississippi community colleges. Work continues with Community Colleges to determine the desirability of 2+2 programs.

III. Scholarships:

Designate some general scholarship funds to academic affairs for distribution to specific academic programs. These funds will be managed by the programs to support faculty efforts to recruit students and build programs.

This plan has been implemented and tied to collegiate recruiting activities with priorities determined by colleges.

IV. New Programs:

1. Prepare a full proposal for an Interdisciplinary Studies major to be submitted through university channels in time for fall 2007 approval by the IHL Board (for fall 2008 implementation).

This major has been implemented fall 2008. Also, a General Studies has been implemented fall 2008.

2. Prepare a full proposal for an MFA in Physical Theatre to be submitted through university channels in time for fall 2007 approval by the IHL Board (for fall 2008 implementation).

Pending approval for a substantive change from SACS, this program will be implemented fall 2009.

3. Prepare a full proposal for a bachelor's degree in culinology to be offered jointly with Mississippi State University.

The Memorandum of Understanding has been signed and is pending review by the Curriculum Committee.

4. Ask the Core Curriculum Committee to review the Core Curriculum and report to the faculty by January 7, 2008.

The faculty voted for a new core curriculum in February, 2009.

5. Implement the Religious Studies minor.

The minor has been implemented. Further, with the approval of the new core curriculum, we expect to see a broad development of minors.

V. Faculty and Academic Staff Positions:

1. Provide competitive salaries and benefits to faculty to increase faculty-staff retention and maintain a stable workforce and, therefore, maintain reliable programming.

Faculty and staff received raises in FY 2008. However, due to state budget cuts and IHL redistribution of appropriations, faculty and staff did not receive raises in FY 2009.

2. Fill vacant faculty positions in a timely manner in order to be able to offer consistently a full range of courses for the academic programs and maintain program integrity. Restore positions lost over the last 5-7 years that are critical to program success.

<i>Educational Leadership</i>	<i>search underway</i>
<i>Dean of Business</i>	<i>Will be Dean of Professional Studies. Currently filled with an Interim and a search is underway</i>
<i>Nutritionist</i>	<i>filled</i>
<i>Art Education/Ceramics</i>	<i>filled</i>
<i>Sciences Stockroom Manager/Lab Coordinator</i>	<i>unfilled</i>
<i>Writing Lab Coordinator</i>	<i>unfilled</i>
<i>Health Education</i>	<i>search underway</i>
<i>Serials Librarian</i>	<i>unfilled</i>
<i>Professional Staff, Registrar's Office</i>	<i>filled</i>
<i>Coordinator, Center for Teaching, Learning, and Technology</i>	<i>filled but re-titled</i>
<i>Psychology</i>	<i>search underway</i>
<i>Business (2 positions from half time to full time)</i>	<i>3 positions budgeted, awaiting curriculum revisions before search</i>
<i>Spanish (restore full time position from half time)</i>	<i>unfilled</i>

<i>Theatre (upgrade from temporary to tenure track)</i>	<i>unfilled</i>
<i>Music (restore position)</i>	<i>unfilled</i>
<i>Professional Librarian</i>	<i>unfilled</i>
<i>Family Studies</i>	<i>filled</i>
<i>Sociology</i>	<i>unfilled</i>
<i>Biology (2)</i>	<i>search underway; upon review only need 1 position</i>
<i>Chemistry</i>	<i>unfilled</i>
<i>English/Creative Writing</i>	<i>filled</i>
<i>History</i>	<i>filled</i>
<i>Interior Design</i>	<i>program discontinued</i>
<i>Mathematics</i>	<i>filled</i>
<i>Music education</i>	<i>unfilled</i>
<i>Paralegal Studies (director or faculty)</i>	<i>search underway</i>
<i>Education/Field Placement</i>	<i>search underway</i>
<i>BSN Program Director</i>	<i>filled</i>
<i>BSN faculty</i>	<i>unfilled</i>
<i>ASN faculty</i>	<i>filled</i>
<i>Chef Instructor</i>	<i>search underway</i>
<i>Director/Dean of Library</i>	<i>filled</i>

3. As part of the university's fundraising efforts, seek donors to establish endowed chairs across the academic disciplines.

The university has no new endowed chairs.

VI. Continuing Education:

1. Hire a half-time administrative assistant immediately to manage the paperwork for continuing education programs (to be funded from continuing education fees).

This position has been filled.

2. Provide a database in Banner for CEUs.

The database has been established.

3. As continuing education grows, consider reinstating the continuing education office to assist the Colleges/Institute in developing and marketing programs.

Currently, the Director of Graduate Studies also serves as Director of Continuing Education.

4. Increase offerings of continuing education courses.

Courses have been substantially increased and Continuing Education is making a profit.

VII. Space:

Review the space needs and availability across the campus and realign as appropriate to accommodate program needs. Attend to the immediate space needs for Culinary Arts, Art, and Academic Support Services in particular.

Art and Design has moved into its renovated building, and space for Academic Support Services has doubled. Culinary Arts has moved into the space vacated by Art and Design, and plans for the Poindexter Hall renovation are underway. However, some spaces on campus remain inaccessible to faculty and students with disabilities. For example, the Office of Human Resources is inaccessible to faculty with disabilities.

VIII. Other Instructional Support:

1. Support for Faculty Development (research and travel to professional meetings)

Approximately \$37,000 has been invested in this area. Programs include: new faculty fellows, advising workshops, Teaching Circles, and Higher Education Leadership Program.

2. Lab Upgrades and Staffing

It is unclear to which labs this item makes reference.

3. Antenna for Radio Station

The university has purchased a new antenna.

4. Additional Smart Classrooms

Martin Hall received five Smart Classrooms, Speech-Language Pathology inherited one, Painter Hall received one, and Education received one. Soon Culinary Arts will receive one, and the College of Business and Legal Studies received a new ELMO. Nursing needs to complete three smart classrooms.

5. Nursing Simulation Models

Some models have been secured, but more are needed.

6. Human Performance Lab

Health and Kinesiology has this lab.

7. Equipment and Adaptive Software for Students with Disabilities.

Equipment and software have not been purchased recently because currently there is no demand. However, the university should establish a contingency fund for future, unexpected needs in this area.

Other Recommendations:

In addition to the recommendations above, which stem from the January 2007 review of the *Academic Master Plan*, the following recommendations from the *Academic Master Plan* have been (partially) fulfilled:

1. Academic history needs to be moved from the legacy system to the Banner system.

The data transfer is still being done manually on a needs basis when students who are in the legacy system are readmitted to the university.

2. Curriculum Advising and Program Planning (CAPP):

This module has been built but has not been turned on due to a defect in CAPP. Currently the university is working with developers at Sungard SCT to resolve the issue.

3. Move the Campus Health Center to Eckford Hall.

The Campus Health Center has moved to the newly renovated Eckford Hall.

4. Increase the use of the Campus Health Center.

Use of the Campus Health Center has increased.

5. Develop strategy to change the way MSMS students come to the health center to get excuses for missing classes so MUW students, faculty and staff may be seen in a timely manner.

The situation has seen some improvement, but more changes may be in order.

6. Immunization compliance not enforced at admission into the university. The health center is then responsible for getting verification of compliance. This creates additional expense and manpower burdens for the health center staff.

The situation is improving, but the procedure still needs significant improvement.

7. Decrease percentage of currently enrolled students who do not pre-register for the next semester.

The Office of Academic Advising meets the benchmark for this goal every year.

8. Continue contacts of students with absences and/or low grades in selected general education classes as an early intervention tactic to offer support and assistance.

The Office of Academic Advising and Support Services meets the benchmark for this goal every year and has implemented an academic early-alert program.

9. Continue strengthening ties with community colleges by developing customized transfer guides outlining course requirements by transfer institution and degree program.

These guides are posted to the Academic Advising website. In addition, the university conducts orientation sessions for transfer students and assigns mentors for each transfer student.

10. An educational technology center is needed in connection with a teaching learning center to assist faculty with skills needed to integrate technology into instructional planning, delivery, and assessment.

With the creation of the Office of Instructional Technology, this goal has been addressed.

11. New position: academic technologist to implement, maintain, and support hardware and software in support of academics. New position: instructional technologist to train and assist faculty in the development of course materials.

These two positions were basically combined and filled.

12. Complete the academic reorganization of the university.

This process has been completed.

13. Strengthen the process of awarding honors-related scholarships by Honors College by interviewing prospective honors students at Scholars' Day and asking other prospective students who do not attend Scholars' Day to submit applications, by asking students to make verbal commitments to the Honors College before interviewing for some of the university's largest scholarships rather than afterwards, and by awarding the largest scholarships only to high-performing, highly-motivated students.

The Honors College, in conjunction with the Office Admissions, has revised the practices of awarding scholarships.

14. Implement the Residential Honors Program.

That program, which includes an Honors Residence Hall and an honors study-abroad program, has been implemented.

15. Consider a revision of honors general-education offerings.

This has been postponed until the Core Curriculum (General Education) review and revision are complete.

16. Secure appropriate office and programming space for the Honors College.

The Office of the Honors College moved to Whitfield Hall AY 2006-07.

17. Secure more funding for academic programming for the Honors College.

Thanks to a gift from Ina E. Gordy, the Honors College has substantial funding for academic programming.

18. Develop a system to track specific student groups (low ACTs, probationary, scholarshiped, transfers) which will provide information necessary for effective decision making relating to scholarshiping practices and programming for academic support.

The Early Alert Coordinator has been hired and software has been acquired to help facilitate this process.

19. Create a campus-wide faculty mentoring program for new faculty members. This would include the identification of experienced, successful faculty members who will complete a year-long structured mentoring program with a new faculty member.

Curriculum is currently being developed with a proposed implementation date of spring, 2009. In addition, the Office of Academic Affairs has conducted a year-long new-faculty workshop series.

20. Create a writing lab to provide assessment and remedial instruction for students with poor writing skills.

Plans to implement course re-design, which would have funded this, were unsuccessful.

21. Tighten and enforce current scholarship criteria.

This has been done with scholarships now tied to collegiate recruiting.

22. Expand library services. Fill two faculty positions in Fant Memorial Library. The Serials Librarian position has been vacant since 2002. An archivist is an anticipated position that the projected renovation will require. Create a wireless Internet system and a smart classroom for academic research instruction in Fant Memorial Library. These needs are projected to be addressed with the future renovation.

The planning phase is complete for the \$20 million renovation and addition and is currently awaiting funding.

23. Develop a long-term plan for the removal of barriers, both architectural and informational, for persons with disabilities. Before the 2002 tornado, a five to seven year plan to improve accessibility on campus was developed by the Physical Plant staff. Because of the work necessary to repair the storm damage, the access plan was interrupted, but now the plan should be evaluated and re-instituted.

The current recommendation is that since the original plan was interrupted by the tornado and several years have passed, representatives from Physical Plant and

Academic Support Services need to collaborate to create a new prioritized plan for identifying and removing architectural barriers.

24. Purchase a document imaging system to aid in the work of several University offices.

A document imaging system has not been purchased.