

Looking Ahead – What to Anticipate in 2021-2022

May 18, 2021





We respectfully acknowledge the University of Arizona is on unceded land of Indigenous peoples. Today, Arizona is home to 22 federally-recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with Arizona's Native Nations and tribal communities through education offerings, partnerships, and community service.

Housekeeping

- **To ask questions live** during the webinar, please **submit your question in the Q&A window and raise your hand** using the hand icon located on the bottom of Zoom page.
- When called upon, you will be unmuted for others to hear. Please expect a slight lag. Due to Zoom limitations, we regret we are not able to show your video image without losing your access to the Q&A and chat history.
- The Chat function allows you to send chat messages to your colleagues in the meeting.
- The webinar Recording, the Q&A feed, the Chat feed, and any presentation materials will be available after the webinar at <https://provost.arizona.edu/content/provost-forum>.

Academic Affairs, Teaching and Learning

Undergraduate Education Success Leadership

- VP Undergrad Ed; Student Success and Retention Innovation; Office Instruction and Assessment; Digital Learning; General Education
- Goal: Improve **UG retention, persistence, and degree completion** by working across traditional academic and student affairs units.
- Current activity focused on improving retention of **FY2020 first year students**.

Merge and Reorganize OIA and Digital Learning

- Goal: enhance faculty support for **teaching and learning**.
- Streamline support services by combining resources and personnel.

Support Faculty Learning Communities

- Goal: Continue to advance best practices of instruction through **peer-to-peer discussion**.

Enhance data provided for Academic Program Reviews

- Goal: Increase analysis of efficiencies and maximum productivity of academic programs.

Innovative Learning Space

- Renovate Old Chem and construct an **innovative teaching building**.
- Goal: provide additional space for evidence-based and inclusive teaching and home for General Education.

Transform and renovate current classrooms

- Goal: enhance and update student learning environments.

UArizona CIRTL Network

- Goal: provide professional development to STEM **graduate students** and **postdocs** in inclusive and evidence-based teaching and scholarship.
- Develop **co-teaching** program for postdocs.
- Provide professional development on **writing instruction**.

Celebrate completion of HLC ten-year review

- Or work on areas found deficient by reviewers.

Academic Administration

Improve the Student Experience:

- Provide transparent academic policies designed to support student success and service excellence.
- Clear communication of academic requirements and expectations, as well as total cost of attendance.
- Offer excellent services that enable academic units and other student services areas to improve their offerings through efficient and effective central administration.

Improve the Faculty/Staff Experience:

Structure our office and the way we internally function to more efficiently meet the challenges and responsibilities of the university; to include:

- **Process Improvement:** Create and communicate clear and efficient processes that will streamline the way we receive and process work related to academic units, programs, courses, policies, and fees.
- **Professional Enrichment:** Create community inside our team and with campus partners to facilitate professional growth and career development.
- **Campus Engagement:** Bring our expertise to the table as we contribute to campus-wide initiatives and taskforces in support of the university's mission and strategic plan.

Campus Life

Integration of Student Health and Wellness



Image: University of Vermont; College of Nursing and Health Sciences
<https://www.uvm.edu/cnhs/integrativehealth/integrative-health-and-wellness-coaching-certificate>

- Creating synergies within the departments in Campus Life
- Mental health support of students
- Transition Survivor Advocates to Campus Health (HPPS & CAPS)
- Develop comprehensive print & online health & wellness resources
- Dean of Students *sanctions* related to engagement and wellness
- Hazing Prevention Coalition - Fraternity & Sorority Programs
- Partners with Athletics
- An engine versus an assembly of departments

Digital Learning

- Coming together with the Office of Instruction and Assessment as a new unit to serve the campus in a holistic way...stay tuned for more information in fall 2021.
- Continue to support Arizona Online and UA Global with fully online course development. Many new programs are launching in 2021/22.
- Coming in spring 2022 look for a new system to assist faculty in online course development that will be compatible with D2L.
- New video studio is being built in Harvill to increase our capacity. We are also partnering with the Catalyst Lab to offer a self-service studio in the main library.
- Reaching out to ALL faculty to further the implementation of engaging technologies including PlayPosit, VoiceThread and Badgr, the new digital badging platform.
- Offering a Technology Innovation for Digital Learning Seed Grant from the iCourse Fee. We are funding four (4) pilots this summer with more opportunities to apply in fall 2021.
- Become leaders in the digital literacy space by expanding UA workshops to include all Adobe Creative Campuses and reaching out to our own colleges to creating an Adobe Ambassador Program.

Harnessing the Power of Diversity: Every Wildcat, Every Day

"Embedding and Practicing Inclusive Excellence in Every Endeavor, Aspect and Level of the University"

1

Centralized and
Decentralized
Diversity
Strategic Plan

2

Inagural University
Diversity
Symposium
Sept. 30 - Oct 2

3

Institutional
Diversity & Inclusion
Trainings for
Students, Faculty, &
Staff

4

Formal Mutual
Partnerships with
HBCU's and MSI's to
enhance the student
experience



THE UNIVERSITY OF ARIZONA

Office of
Diversity & Inclusion

2021-2022 GOALS

ENROLLMENT MANAGEMENT

ENROLLING THE CLASS

- Increase pipeline, applications and enrollment of **diverse and high-potential** students as aligned with the University’s strategic plan
 - Special focus on **Arizona residents**
 - Launch **Destination Arizona**, extended orientation program
- Implement enhancements to **Next Steps Center**
- Grow **family support** for dependents of faculty and staff via personal guidance in the admissions process

SCHOLARSHIPS & FINANCIAL AID

- **Improve direct service and communication to students & supporters** including access to counselors, shorter wait times, more accurate/concise responses and **Scholarship Universe** enhancements
- Disbursement of **Higher Education Emergency Relief Funds** (HEERF) in alignment with student need and institutional goals

STUDENT ENGAGEMENT & CAREER DEVELOPMENT

- **Build Career Development Capacity** among faculty, advisors and staff by identifying Career Champions and integrating best practices and foundational knowledge of career development as well as **deliver the Career Readiness Foundations** in Career Coaching workshops on-demand to 100 faculty and staff
- **Increase Undergraduate Research in 100% Engagement** by partnering with RII and faculty members to increase undergraduate research **by 5%**

Faculty Affairs

- University wide Mentoring Institute, trainings and mentoring communities – anticipated September 2021
- Mandatory training on EDGE for all search committee members – anticipated August 2021
- Reports (retention, workload, hiring by affinity group, year-end report) forthcoming August 2021
- Implementing Annual Review Policy changes and updating UAVitae anticipated May 2021.
- Training student-faculty equity representation gaps anticipated Fall 2021.
- Review and updating promotion criteria for all tracks (university and unit level) – anticipated 2021-2022.
- Updated Faculty Orientation, On-boarding of new faculty and new Heads/Directors– August 2021
- Continued SPFI, promotion workshops, awards and honors, and other regular activities

The Graduate College

- **Doctoral / Terminal Degree Excellence:** Focus doctoral education on training the next generation of student-scholars.
 - Develop more comprehensive mechanisms for student financial support
 - Building new models of career and professional development training
 - Build on evidence-based mentoring and curricular practices.
- **21st Century Master's Project:** Develop a strategic pathway of excellence for Master's programs that are designed to instruct students in critical and applied skills necessary for meaningful contributions to one's community and workplace.
 - Targeted Recruitment practices
 - Recast admissions and degree pathway infrastructure.
 - Building innovative curricula.

Native American Initiatives

Campus Climate

- Raise awareness and provide education of the UA's land-grant mission as it relates to the Indigenous peoples of Arizona.
- Increase visibility of Native American students, faculty, staff and community in UA communications.

Native Student Success

- Enhance financial aid services and academic support.
- Increase parental/community engagement.
- Regular data collection and analysis to inform internal systems change.

Native Faculty Advancement

- Data driven strategies to identify gaps and strengths.
- Systemic equity in recruitment and hiring, with a special focus on colleges and departments without representation.
- Seek opportunities to support and incentivize faculty seeking tenure.

Native Workforce Partnerships

- Student job and internship placement in tribal government and enterprises.
- Enhance student transitions from tribal colleges to the UA to the workforce.



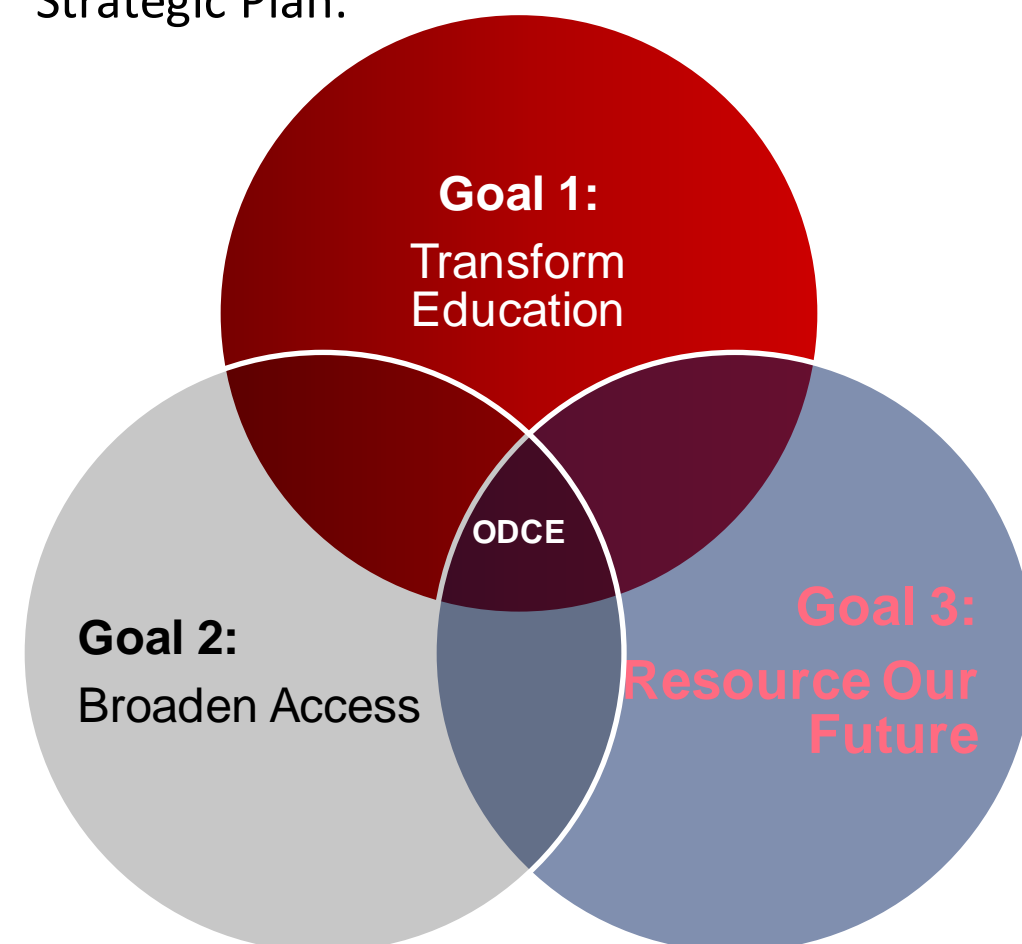
Photo credit: Amanda Cheromiah

Online, Distance & Continuing Education

Arizona Online | Near You Network | CaPE

ODCE Overview:

- Completed two major steps in its formation and direction over the next five years.
- Established its mission, vision, and values statements in December 2020.
- Completed its inaugural enterprise-wide planning document draft, termed ODCE Roadmap 2025 in May 2021.
- This five-year plan laid out strategies and tactics centered around accomplishing three main goals in support of our University's Strategic Plan:



What's Coming this Year (ODCE-Wide)

- Foster a culture of academic opportunity and inclusiveness for all learners in online, distance, and continuing education programs
- Build a framework with strategic focus on the N.E.W. Student and their academic/social needs

What's Coming this Year (By Department)

Arizona Online

- Poised for growth, Arizona Online will continue to collaborate with the Grad College to enroll more graduate students
- Build frameworks to become a leading resource for HSI members seeking to expand digital education, in consultation with the Office of Hispanic Serving Institution Initiatives
- Extend pilot/proof of concept of student reviews of online programs

Distance Education (Near You Network)

- Expand program offerings in Maricopa in high demand disciplines
- Expand program offerings to state locations relevant to local markets using a new Online Plus model
- Create a concept for a collegiate pathway learning center (tutoring, computers and reliable internet) in collaboration with the Office of Native American Initiatives for use by local tribes

Continuing and Professional Education (CaPE)

- Build more high demand noncredit programs with opportunities to offer program content in Spanish
- Identify and work with refugee groups to offer quick training to help with transitions to workforces in host countries
- As a newly certified National Collegiate Testing Association member, we will expand our testing footprint to attract new business

Student Success & Retention Innovation (SSRI)

I. Student Success District Grand Opening & Serving Students in the Beautiful New **Bartlett Academic Success Center**

II. Strategic Planning

Co-constructing a University-wide
5-Year Roadmap for Retention and Degree Completion

III. Setting Ambitious Goals

86.1% 1st Year Retention Goal for Fall 2021

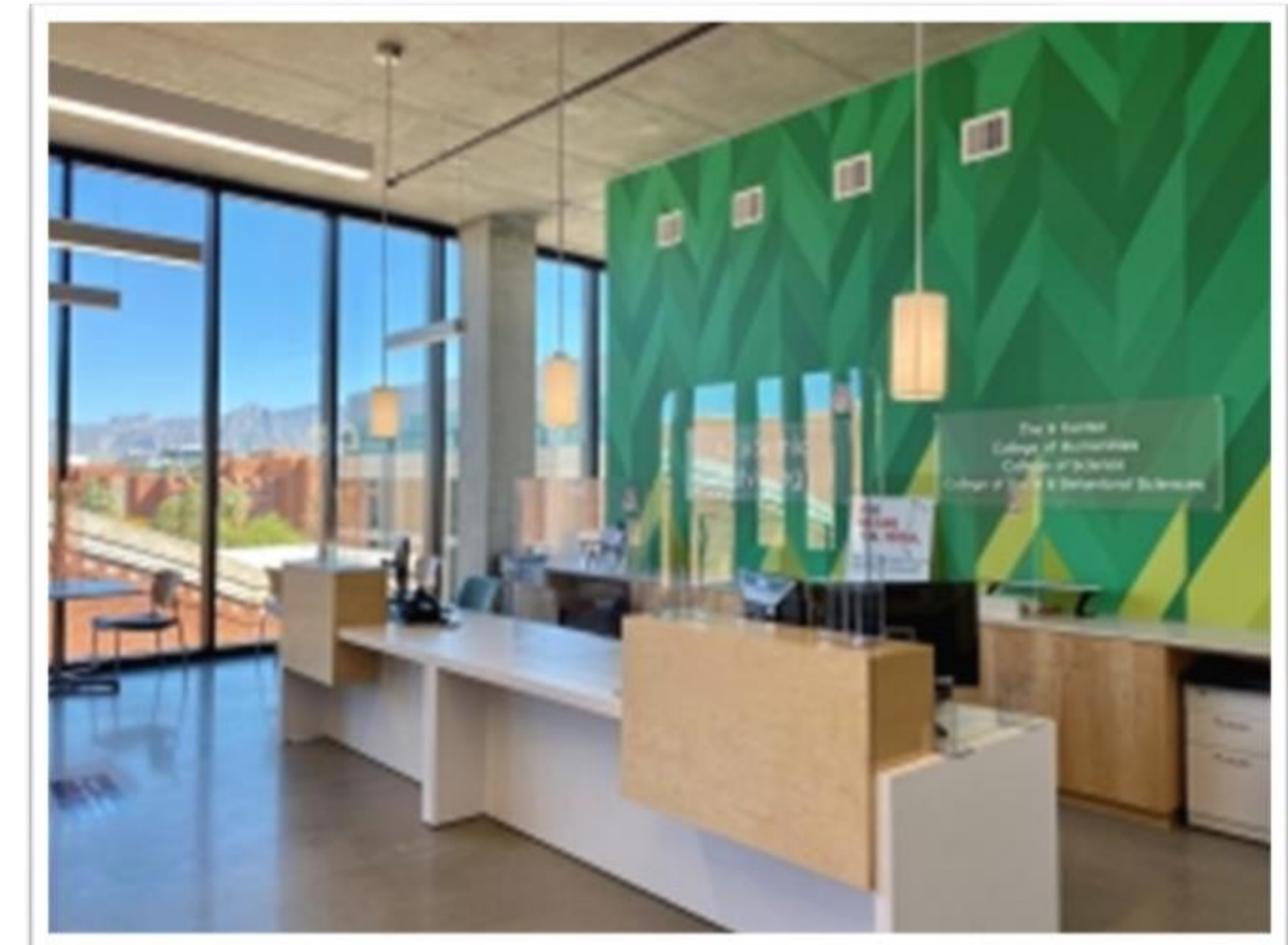
IV. Advancing A Culture of Student Success

Fall 2021 - Student Success Workshop

Spring 2022 – 5th Annual Student Success Conference

Working collaboratively across campus to advance student success as everyone's responsibility

V. Identifying Actionable Insights from Data to Enhance Student Outreach and Supports



UA Libraries

Reopen renovated Main Library as part of UA Student Success District, featuring:

- CATalyst Studios (Maker Studio, Data Studio, Terry Seligman Virtual Reality Studio)
- Rhonda G. Tubbs Tech Toolshed (New tech lending area with device sandbox)
- Multiple outdoor study areas with new furniture, landscaping, lighting, and power

Launch of newly formed departments (Student Learning and Engagement, Research Engagement, and Collections Services), with strategic areas of focus that include:

- Outreach and engagement with under-represented students, international students, first year and first-generation students, as well as other student populations.
- Research engagement services across the research lifecycle, from project conceptualization to research data management to open access dissemination of outputs.

Establish UAL as a campus leader in HSI activities and commitments.

Arizona Global

- Complete renovation of Global Center as welcoming space for international students and hub for all international activities on campus.
- Provide holistic and exceptional support for international students on main campus, in Global Direct, and at our global locations.
- Recruit a strong, large and diverse incoming class of international students.
- Rebuild study abroad in a post-pandemic environment, with a focus on robust faculty-led programs, exchange, study abroad sites, and innovative mobility options.
- Continue fostering our worldwide microcampus network, with a focus on developing current locations, student growth, and academic excellence.
- Support and grow the number of international faculty and scholars on campus.

THANK YOU!

<https://provost.arizona.edu/content/provost-forum>

