

**Academic Affairs Major Initiatives  
2011-14**

	Major Initiative		Specific Action Steps	Collaboration Needed	Impediments	Personnel/Funding Required (Itemize)	Timeline	Assessment/Results/Outcomes
VP Major Initiatives Link to Strategic Planning	1. A Focus on Retention	1	Review and develop an implementation process for each of the recommendations provided by the Academic Affairs Graduation Group.	Student Affairs, Chief Diversity Officer, College Deans	Lack of a comprehensive approach to retention. Culture of disengagement on retention processes.		Fall 2011	Detailed implementation plan for recommendations from the Academic Affairs Graduation Group (2010) with specific goals for activities directed at increased retention.
		2	In partnership with Student Affairs, create a framework for retention document on which individual colleges can develop their own retention plans.	Student Affairs, Chief Diversity Officer, College Deans	Workload assignment policies, lack of detailed data	Academic research support. Will identify a faculty member to provide detailed data analysis	Spring 2012	Each college will have developed a unique retention plan and begun various stages of implementation.
	2. Implementation of Academic Reorganization	1	In summer 2011 deans council will hold a retreat to develop an implementation plan for senate recommended academic organization structure.	College Deans	Time		Summer 2011	Academic Organization Implementation Plan
		2	Implement academic organization plan in a step-by-step process. No requirement to implement all aspects at one time.	College Deans, Student Affairs	Will be identified in the implementation plan.	Varies	2011-2012 Academic Year	Much of the new academic organization will be in place at the conclusion of 2011-2012.
	3. Dean Searches and Leadership Team Development	1	Conduct Pharmacy and FLITE searches Summer 2011 to Fall 2011. Start CET search September 2011, Start AS search October 2011, Start AHS November. CET, AS, AHS will use a search firm.	All divisions	Time and full engagement of the campus community	Hire a search firm Summer 2011 for CET, AS and AHS	Summer 2011, Fall 2011 and Spring 2012	
		2	Identify a leadership development process for new and existing deans.	College Deans, Human Resources, Chief Diversity Officer			Spring 2012	Leadership develop process identified

Academic Affairs Major Initiatives  
2011-14

	Major Initiative		Specific Action Steps	Collaboration Needed	Impediments	Personnel/Funding Required (Itemize)	Timeline	Assessment/Results/Outcomes
	<b>4. Implementation of Diversity Workforce Plan</b>	1	Create an Academic Affairs framework for increasing diversity within each program and college	College Deans, Human Resources, Chief Diversity Officer	Traditional approaches to hiring.		Fall 2011	Academic Affairs Diversity Workforce Plan
		2	Each college will develop an individualized diversity workforce plan linked to the Academic Affairs framework.	College Deans, Human Resources, Chief Diversity Officer			Spring 2012	College Diversity Workforce Plans