

College of Arts and Sciences

2005-2006 School Year

Work Plan

In an effort to serve the larger mission and goals of Ferris State University, the College of Arts and Sciences (CAS) submits the following work plan for the 2005-2006 school year. All initiatives and activities presented in the following document are designed to uphold the three pillars central to our continuing operation: *we are a learning centered university, we must work together, we need to create an engaged campus*. With study of the 2004 task force reports, President Eisler's synthesis of those reports, and Vice President Harris' expressed priorities for the division, CAS engaged its faculty, staff, and administration in a college-wide review of ongoing activities and future initiatives relevant to both the college's operation and its role within the university. **Specific benchmarks, measurement strategies, and assessment instruments are provided for at the department level and will be used as the basis for gauging the College's effectiveness.**

Pillar I: Learning Centered University

To assist FSU in strengthening its identity as a learning centered university CAS supports seven action areas for the 2005-2006 planning cycle. Current successes in each of these areas suggest the level of present commitment to both the President's and 2004 task force-developed initiatives. Some highlights of the unit's successes are as follows: Languages and Literature revised its BA in English based on assessment of student feedback. The Department of Mathematics increased implementation and use of technology in the math curricula to improve student involvement and learning. The Physical Sciences faculty has incorporated more student-centered learning strategies into their courses, including cooperative learning and inquiry learning. The Department of Social Sciences was actively involved with the Michigan Association of BSW Educators, planning the national Baccalaureate Program Directors conference in Detroit. Social work faculty and students planned, implemented and evaluated a student component to the conference, and presented a daylong series of workshops using the Jim Crow Museum collection. Biological Sciences held three 5-day College-Board approved summer institutes for high school students this last summer. The Department of Humanities implemented a new transfer competency evaluation to improve the ease of transfer to FSU.

In addition to this sample list of specific department achievements, the college has supported broad initiatives and programs that help to foster a learning centered university. In coordination with its departments CAS has provided increased support for faculty and student undergraduate research opportunities. Building on these successes the College of Arts and Sciences is committed to the following activities and initiatives to promote a learning centered university.

A. Assessment

- *Improve Retention and Graduation Rates:* CAS takes seriously the responsibility that being a learning centered university means being responsive to students' ability to make timely educational progress toward their degrees. CAS will review retention and graduation data and set appropriate goals for improvement or continued success in each of these areas.
- *General Education:* As a significant steward of GE at FSU, CAS plans to reinforce its commitment to assessing GE effectiveness and its role in creating a learning centered environment through the following targeted activities:
 - **Outcomes on syllabi** (Work with GE committees to review and enhance GE outcomes on faculty course syllabi)
 - **Data collection** (Work with GE committees to analyze GE assessment instruments for effectiveness; recommend changes as needed)
 - **Disseminate outcomes** (Work with the VPAA's Office to develop reporting channels for effective dissemination of GE outcomes for all involved parties)
- *Program Assessment:* In order to continue to strengthen its programs, CAS will foster effective assessment.
 - **Training and support** (Support program review process for new programs; provide training for faculty and administration in assessment effectiveness)
 - **Data collection:** (Review adequacy of existing data collection system)
- *Classroom Assessment Models:* The College will review effective classroom assessment models and make recommendations for providing those models to faculty and program coordinators.

B. Faculty Development and Mentoring

- *Review Faculty Development and Mentoring Support:* CAS will continue its commitment to supporting the growth of all of its faculty as campus leaders in learner centered education by reviewing its current system for additional opportunities for faculty development and mentoring.
 - **New tenure-track faculty** (Provide CAS support through experienced faculty mentors and cooperation with FCTL activities for new faculty development. Identify adequacy of existing system and recommend improvements)
 - **Adjunct and temporary faculty** (Identify needs in current support system for adjunct faculty and provide additional support for teaching and professional development)
 - **Encourage increased participation of existing faculty in faculty development** (Review participation rates in existing faculty development processes and identify ways to encourage fuller participation)

C. Curriculum Development

- *Course and Program Development:* Program and course requirements will be evaluated for both efficiency and curricular relevance. Targeted adjustments will be proposed where necessary in Winter Semester, 2006.

D. Online & Distance Learning Development

- *New and Existing Course Development:* Support existing online and distance learning courses. Support additional online course and distance learning offerings where appropriate.

E. Recruitment and Program Growth

- *Assess Recruiting Efforts:* Work with Admissions to review current CAS-specific recruitment needs and make recommendations for addressing deficiencies if found. Examine expansion possibilities for existing initiatives such as biotech workshops, summer writer camps, etc.
- *Ease of Transfer and Program Change:* Work with Records Office and Registrar to examine current CAS structure for impediments to program changeovers for current students and student transfers. Remediate problem areas where feasible.

F. Advising

- *Evaluate and Improve Advising:* Examine existing training system. Develop resource guide to existing online advisement information. Offer training sessions as needed. Review advising system for participant load, expertise, and consistency and adjust as needed.

G. Leadership

- *Promote Leadership Growth:* Review and support development opportunities for faculty leaders and administrators.

Pillar II: Work Together

The College of Arts and Sciences remains fortunate because of the excellence demonstrated by its departments and the many forward-thinking initiatives developed by faculty and administration to enhance cooperation and collaboration between units within CAS and with other colleges. Examples of successes in this area can be seen in team taught classes with College of Education and Human Services faculty. CAS is coordinating efforts with the College of Allied Health Sciences and others to facilitate more effective scheduling and planning. The four action areas below support these successes and aim to develop new opportunities for working together within the college unit and with other colleges.

A. Inter and Intra-College Cooperation

- *Increase Exchanges and Communication with Other Colleges:* Review existing exchanges with the College of Education and Human Services and other ventures for effectiveness and potential improvement. Develop plans for additional alliances and partnerships.
- *Enhance Interdisciplinary Structures:* Review existing policies and procedures for interdisciplinary activities. Evaluate and improve continuity and consistencies of department and college policies with university policies.

B. Off-Campus

- *Off-Campus Sites:* Increase and improve contact with existing sites.

C. Scheduling

- *Existing Collaboration:* Continue work with College of Allied Health Sciences to promote responsive scheduling.
- *New Partnerships:* Develop new relationships with other colleges based on existing model of interaction and information sharing.

D. Improve policies

- *Increase Standardization:* Evaluate and improve continuity and consistencies of department and college policies with university policies.

Pillar III: Create an Engaged Campus

Arts and Sciences supports many facilities, programs, and events that are central to Ferris State University's commitment to becoming an engaged campus. Each of the items listed below helps to produce stronger student and community involvement in the university, helping FSU fulfill its commitments to diversity, civic engagement, student participation in Ferris activities, and community engagement. The College of Arts and Sciences will continue to support, assess, and grow this varied collection of facilities, programs, and events and through them help to strengthen this third pillar.

A. Diversity

- *Diversity Counts!:* Continue support of Diversity Counts! Newsletter and other initiatives.
- *Jim Crow Museum:* Continue financial campaign to support relocation of the museum to new facilities, to strengthen and develop new programs associated with the museum, and to create new traveling exhibits.
- *International Activities:* Support continued faculty and student participation in international travel for educational purposes. Support continued Fulbright exchanges.

B. Civic Engagement

- *The American Democracy Project:* Continue support for faculty coordinator position and for ADP initiatives and activities.

C. Event Participation

- *Williams Live! Events & Williams Auditorium:* Continue support for activities and build on growth from last year.
- *The Torch:* Continue support for student newspaper. Examine ways to increase student participation as contributors and readers.
- *The Prism:* Continue support for student literary journal.
- *Muskegon River Review:* Support study for feasibility of continuing.
- *Theater Productions:* Continue support of increases in participation in theater productions.
- *Choir, Concert Band, Pep Band, and Orchestra:* Continue support of increases in participation for musical groups.

D. Community Engagement

- *Community Studies Institute:* Investigate potential funding sources for Community Studies Institute projects. Seek continuance of Vista Volunteer Coordinator.
- *Crossroads Writing Project:* Continue support for growth of program.
- *Summer Camps:* Continue support for existing summer camps. Support the development of new camps where feasible.
- *Math/Science/Technology Center:* Continue joint administration of the MSTC with the local intermediate school district.
- *Card Wildlife Education Center:* Continue support for facility and events.
- *Rawlinson Observatory:* Continue support facility and viewing events.
- *John and Rhea Smith Greenhouse:* Continue support for facility visits.
- *The Rankin Gallery:* Continue support for gallery activities and framing operation. Continue installation of art from the Canadian Collection throughout campus.