



**SPRING FACULTY RETREAT
JANUARY 2024**



**THEME:
UHD'S PATH FORWARD UNDER A
NEW PARADIGM**



DETERMINED. DEDICATED. DOWNTOWN.

AGENDA

9:15am – 9:45am 50th Anniversary Update

9:45 am – 10:45am Strategic Plan & UHD Initiatives

10:45 am – 11:15am Getting Ready for SACSCOC Reaccreditation

11:30 am – 12:15pm Office of Research and Sponsored Programs (ORSP): Looking Forward

12:15 pm – 1:00pm Lunch

1:00 pm – 2:00pm UHD Strategic Plan & UHD Initiatives Follow-Up Roundtable Discussion

2:00pm – 2:15pm Updates

2:15pm – 2:45pm President Loren Blanchard Closing Remarks

3:00pm – 4:00pm Dr. Robert Talbert Grading for Growth Book Club (Optional)



2022-27 STRATEGIC PLAN

A New Paradigm...

OVERVIEW

Goals

**Power BI
Dashboard**

Strategies
What we do

Objectives
How we measure

Goal Leaders

Strategy Leaders

Deans

Committees

GOAL A: ENHANCING STUDENT SUCCESS

Enhance the student experience to increase retention and graduation rates and enable students to learn and grow in all aspects.

VPs: Bordelon (AA), Joyner (3SL) **Strategy Leaders:** Mike Connelly, Richard Simonds, Charlie Finch

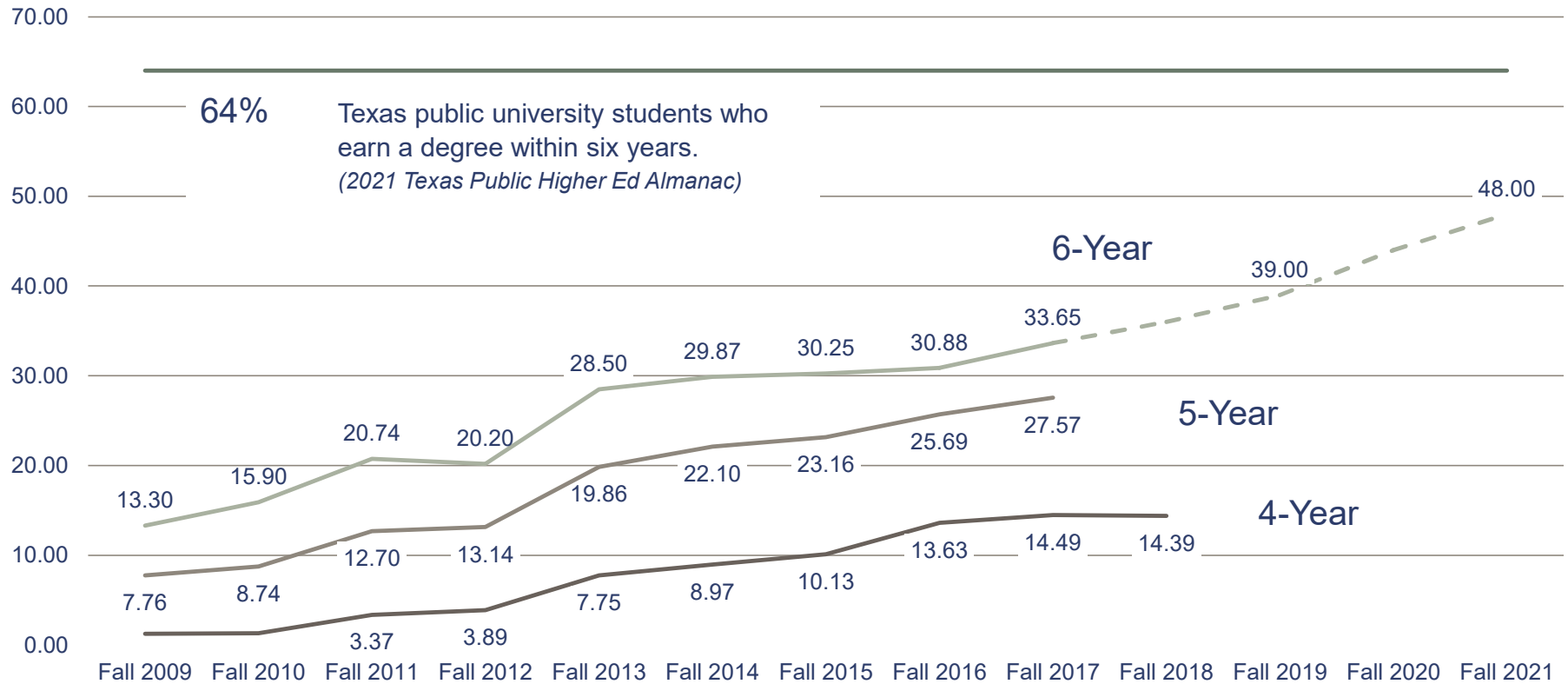
Consulting Dean: Jon Schwartz, College of Public Service

Related Committees: Student Success Initiatives Committee, NISS Working Groups



Strategy	Deliverables	Next Steps
SA1. Evaluate and improve current advising model and offer intentional student support including robust and intrusive advising, academic support, and faculty & staff peer mentorship.	<ul style="list-style-type: none"> Restructured Advising (Spring 2023) Revised freshman summer orientation model (summer 2023) Revived Summer Bridge (summer 2023) 	<ul style="list-style-type: none"> Comprehensive, robust early alert system (fall 2023)
SA2. Enhance and increase institutional financial support and literacy for all students to help them complete their degrees in a timely manner.	<ul style="list-style-type: none"> Super Seniors (Aug 2023) On the Cusp (Aug 2023) Through in Two (fall 2023) EduNav Summit software (fall 2023) 	<ul style="list-style-type: none"> January 26 Student Success Roadshow
SA3. Engage students and families in curricular and non-curricular activities to enhance students' involvement in their education.	<ul style="list-style-type: none"> Bolstering staff support and infrastructure in the Tutoring Center 	<ul style="list-style-type: none"> Leverage ECMC Grant
SA4. Inspire students to discover meaningful connections, explore their interests, and participate in experiences while pursuing their degrees in a timely manner.	<ul style="list-style-type: none"> Gathering baseline data from current systems 	
SA5. Cultivate an environment of well-being that empowers our campus community to establish and sustain healthy practices.	<ul style="list-style-type: none"> JED partnership 	

UHD FTIC COHORT GRADUATION RATES



EFFECTS OF TUTORING

Using data from Fall terms from 2017 through 2020

17,508 students total

4,014 participated in tutoring

13,494 did not

Matched to the same courses within the same term

Largest difference is for English (GPA diff +.76, ABC% Diff +22%)

Grand Summary for 4 Years' Data, N = 17,508

	Tutoring	3+Tutoring	Non-Tutoring
Grade	2.315	2.282	1.969
ABC%	77%	78%	64%

Data source: UHD DAIR (Yeghyan)

PROMOTING TIMELY DEGREE COMPLETION

Super Seniors

Credits Band	Students	Applied to Grad (included in On The Cusp)
> 200	31	17
190 – 199	26	16
180 – 189	30	12
170 – 179	71	32
160 – 169	134	56
150 – 159	277	132
140 – 149	468	229
130 – 139	818	392
120 – 129	1842	935

Reducing the number of Super Seniors with "On the Cusp" Efforts

100%	Students	Applied Fall 2023 Grad	Applied Spring 2024 Grad	Complete not applied	Registered Spring 2024
Total	1945	1142	442	393	800

90%	Students	Applied Fall 2023 Grad	Applied Spring 2024 Grad	Registered Spring 2024
Total	592	108	66	369

INTERVENTIONS FOR STUDENT SUCCESS

Roster Certification for Regular Session Courses: Jan 29-31 (for faculty)

Purpose: to ensure that students on rosters intend to be enrolled (to minimize “ghost” students)

- Jan 29-31 – Faculty submit rosters [Login to Faculty Center (myUHD) to submit the roster]
- Feb 1 – Registrar processes students reported as non-attending in *all their courses*
- Feb 2-6 – Students appeal through Registrar; Advisors reach out to students reported partially attending
- Feb 8 – Registrar drops any remaining students after input from advising outreach
- Feb 9 – Roster Certification Completed

Early Alerts Progress Reports: Feb 19 – March 1

Purpose: to identify and support students who may not be making progress in classes, with special attention to FTICs

Care Alerts: Anytime

Purpose: to identify students who may benefit from outreach or support from advising or success teams related to academic or non-academic issues

Professor Home ▾

Courses

Term: Spring 2024 (Default T... ▾)

COURSE NAME	DAYS/TIMES	Actions
UHD 101	Begins on 01/16/2024 01/16/2024 - 05/07/2024 Not Specified	Assignments Progress Reports
UHD 101	Begins on 01/16/2024 01/16/2024 - 05/07/2024 Not Specified	Assignments Progress Reports

Actions

I want to...

[Issue a Care Alert](#)

Quick Links

Take me to...

[Manage Assignments](#)

[School Information](#)

GOAL B: STRATEGIC PARTNERSHIPS

Cultivate a portfolio of institutional partnerships

VP: Bordelon (AA), Joyner (3SL) **Strategy Leaders:** Poonam Gulati, Charlie Finch

Consulting Dean: Jonathan Davis, Marilyn Davies College of Business

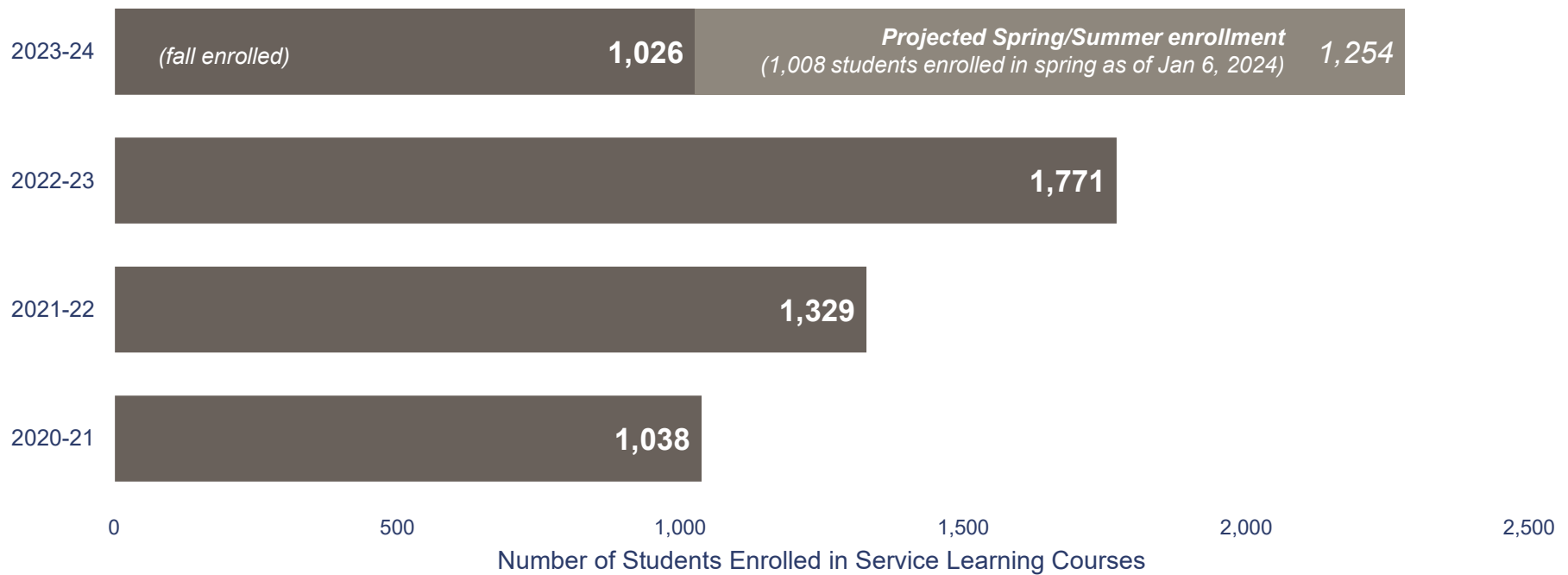
Related Committees: Academic Policy Committee, Impact Learning Office Committees

Strategy	Deliverables	Next Steps
SB1. Establish a central database for experiential learning and student, faculty, staff, and community partners to foster collaborations, inside and outside the university.	<ul style="list-style-type: none"> • Framework in the Symplicity system established to support the work • CareerAscent from EAB (UHD is one of 30 school invited) 	<ul style="list-style-type: none"> • Increase the frequency of use among students, faculty, and outside partners. • Idea of using “badges” to indicate internships and experiential learning
SB2. Develop cross-sector partnerships to address workforce needs by aligning academic programs to increase value to partners and maintain high quality reciprocal relationships.	<ul style="list-style-type: none"> • List of candidate partnerships • Develop strategic partnerships - Google, Amazon, Med Center, etc. • Connect program coordinators with external partners 	<ul style="list-style-type: none"> • Gaining additional partners outside UHD.
SB3. Implement institutional messaging, training and practices that promote collaboration and sharing of partnership resources.	<ul style="list-style-type: none"> • Framework of internal outreach • Implementation • Co-curricular Community Engagement 	<ul style="list-style-type: none"> • Renewal of UHD's Carnegie Classification for Community Engagement

EFFECT OF HIGH IMPACT PRACTICES ON GRADUATION RATES

FTIC 2016 Cohort	0 HIPs	1 HIP	2 HIPs	3 HIPs	4+ HIPs
Graduates (within 6 years)	30	45	21	11	29
TOTAL in Cohort	299	140	39	14	29
% of Cohort Graduates	10%	32%	54%	79%	100%

NUMBER OF STUDENTS ENROLLED IN SERVICE LEARNING COURSES



GOAL C: DYNAMIC LEARNING ENVIRONMENT

Cultivate a dynamic learning environment where we nurture students to their fullest potential that they may better impact their world.

VP: Bordelon (AA) **Strategy Leader:** Michelle Moosally, AVP Academic Programs and Curriculum

Consulting Dean: Wendy Burns-Ardolino, College of Humanities and Social Sciences

Related Committees: Academic Master Plan Steering Committee, LMS Transition Committee, UCC, APC

Strategy	Deliverables	Next Steps
SC1. Identify gaps and develop programs that are relevant to students' and societal needs.		<ul style="list-style-type: none"> Review degree maps
SC2. Identify models and modes for program delivery that meet our student demands.	<ul style="list-style-type: none"> Migration from Blackboard Learning Management System to Canvas (finalize in spring 2024) 	<ul style="list-style-type: none"> Initiating a review of program modalities and rotations (fall 2023)
SC4. Create an academic master plan with policies, procedures, and processes that promote timely development of new programs and review of existing programs.	<ul style="list-style-type: none"> Academic Master Plan Steering Committee drafted a plan with recommendations for a comprehensive long-range academic master plan. (MEd Leadership, MSW) 	<ul style="list-style-type: none"> Launch Program Review process in spring 2024

ACADEMIC PROGRAM IDEAS



GOAL D.A: ENGAGED FACULTY & STAFF

Be the employer of choice that values and supports a diverse and inclusive faculty and staff.

VP (for staff): Erica Morales, HR

Strategy Leader (for staff): Chetiqua Matthews-Herron

Related Committees: Staff Council

Strategy	Deliverables	Next Steps
SD1.A Establish funding mandates in the budget planning process that produce competitive salaries for staff		
SD4.A Develop and implement a plan to reduce employee turnover, increase retention, and foster employee engagement	<ul style="list-style-type: none">• 3 consecutive years of salary increases• 80% of employees have salaries at 90% of market or better	<ul style="list-style-type: none">• Conduct a review of salary structures
	<ul style="list-style-type: none">• 50% of employees eligible for Alternative Work Arrangements participate	<ul style="list-style-type: none">• Staff Ombudsperson being developed

GOAL D.B: ENGAGED FACULTY & STAFF

Be the employer of choice that values and supports a diverse and inclusive faculty and staff.

VP: Bordelon (AA) **Strategy Leader** (for faculty): Judith Quander, AVP Faculty Affairs

Consulting Dean: Akif Uzman, College of Sciences and Technology

Related Committees: Faculty Senate, Faculty Affairs Committee

Strategy	Deliverables	Next Steps
SD1.B Establish funding mandates in the budget planning process that produce competitive salaries for faculty		
SD3.B Implement faculty strategy related to workload policies	<ul style="list-style-type: none"> Fall 2023 workgroup established to review workload policy (ready for comment in Jan) Fall 2023 Annual Evaluation workgroup 	<ul style="list-style-type: none"> Audit of service loads and committee work
SD4.B Develop and implement a plan to reduce faculty turnover, increase retention, and foster faculty engagement	<ul style="list-style-type: none"> Associate Professors Workshop Fulbright group Developed automated systems for FDA and ORCA grant applications 	<ul style="list-style-type: none"> Promote Faculty Development Awards and ORCA grants using new automated system Conduct exit interviews for faculty who leave
SD5.B Broaden opportunities for faculty professional development. Increase faculty compensation (market range).	<ul style="list-style-type: none"> Tenure Academy established 	<ul style="list-style-type: none"> Faculty development supporting the Associate to Full Professor progression

FACULTY WORKLOAD POLICY

- Working Group – Ron Beebe, Kevin Buckler, Jerry Johnson, Erica Morales, Judith Quander, Akif Uzman
- Looked at teaching load data from previous several years
- Surveyed teaching load policies from similar institutions
- Conducting an audit of department, college, and university committee service work
- **Rough** draft policy to be shared first with Faculty Senate and then broadly this spring (hopefully)

SPRING 2024 FACULTY DEVELOPMENT EVENTS

- **Monthly Early Faculty Workshops**
- **Tenure Academy**
- **ORCA Research Symposium**
- **Planning for Faculty Leadership Training w/ Human Resources (NEW)**
- **Ongoing Fulbright Support**
- **TRIP Program**
- **CTLE Teaching Academy (NEW)**
- **ORSP Workshops**

GOAL E: SUSTAINABLE OPERATIONS

Maximize our Operational Portfolio.

VP: Thomas (A&F) **Strategy Leaders:** Hossein Shahrokhi, Jay Zambrano

Related Committees: Planning & Budget Development Committee (PBDC), Master Planning Committee, Space Committee

Strategy	Deliverables	Next Steps
SE1. Develop and implement a plan to increase revenue, especially from diversified sources.	<ul style="list-style-type: none"> Establish steering team of Administration & Finance, Advancement, IT, Enrollment Management, and Academic Affairs 	<ul style="list-style-type: none"> Establish base line of number of revenue streams and measure the percentage of revenues coming from tuition and fees Identify additional potential revenue streams
SE2. Develop a campus master plan and create long-term implementation schedule.	<ul style="list-style-type: none"> Architecture firm selected to assist with developing the Campus Master Plan Steering Committee named UHS Board of Regents approved UHD Campus Master Plan. 	<ul style="list-style-type: none"> Create a long-range implementation of the Campus Master Plan.
SE5. Enhance the culture of philanthropy across UHD with the development of a comprehensive fundraising plan.	<ul style="list-style-type: none"> Create a culture of philanthropy committee (CPC) to help administrative, academic, and unit leaders understand the benefits of building a culture of philanthropy. 	<ul style="list-style-type: none"> Create marketing collateral that can explain the overall fundraising plan, goals and targets that are easily accessible and understandable (print and digital assets to share with their communities, whether in person or on social media).
SE7. Develop a budget model that fosters collaboration and transparency and aligns resources with University's strategy priorities.	<ul style="list-style-type: none"> Review of the current budget development process. Recommendations for a revised budget model that improves the resource allocation process. 	



Campus Master Plan Update



MASTER PLAN UPDATE OVERVIEW



Master Plan Goals

The updated Campus Master Plan serves as a tool to align the development of the university's physical campus and facilities with its mission to advance the goals of the strategic plan, "A New Paradigm".

- ✓ Clear sense of identity and improve visibility.
- ✓ Attractive and functional spaces that enhance the student experience.
- ✓ Flexible learning spaces that promote academic excellence.
- ✓ Increase multimodal access to and through the campus.
- ✓ Integrate the campus with downtown Houston.

Future Initiatives

- *The Gator Expansion Project:*
4th Floor Addition to the Girard Street Building.
One Main Building renovation.
- *Wayfinding Project (Phase II)*
One Main Building Roof Top Signage



One Main Building

Plan Scenarios for Campus Improvements & Expansion:

- **Two plan scenarios were required to address the uncertain time horizon of the Highway Improvement Project and the North Canal Project.**
- **The plans design drivers were based on analysis of future space needs and stakeholders interview takeaways:**
 - ✓ **Establish defined and recognized campus borders.**
 - ✓ **Create spaces that foster a strong sense of community and pride.**
 - ✓ **Simplify the campus circulation and improve wayfinding.**
 - ✓ **“Gator Green”, an active green space along the banks of the bayous to tie the campus together.**
 - ✓ **Recreational spaces and fields to support student life & wellness.**
 - ✓ **Improve student parking.**
 - ✓ **Student housing to create a rich student life experience and a strong sense of community.**

Plan 1: Existing Landscape

No major construction on the Highway Improvement Project and the North Canal Project.

- Continue campus expansion into the near northside neighborhood.
- Developed underutilized university owned property.
 - Washington Street Parking Lot
 - Vacant Student Life Center (former recreation center)
 - Wood Street Parking Lot
 - Daly Street Parking Lot
- Acquisition or development partnership with adjacent property owners.
- Continue partnering with the Downtown District and Buffalo Bayou Partnership to create welcoming green gathering spaces.

PLAN 1

PLAN 1

Existing

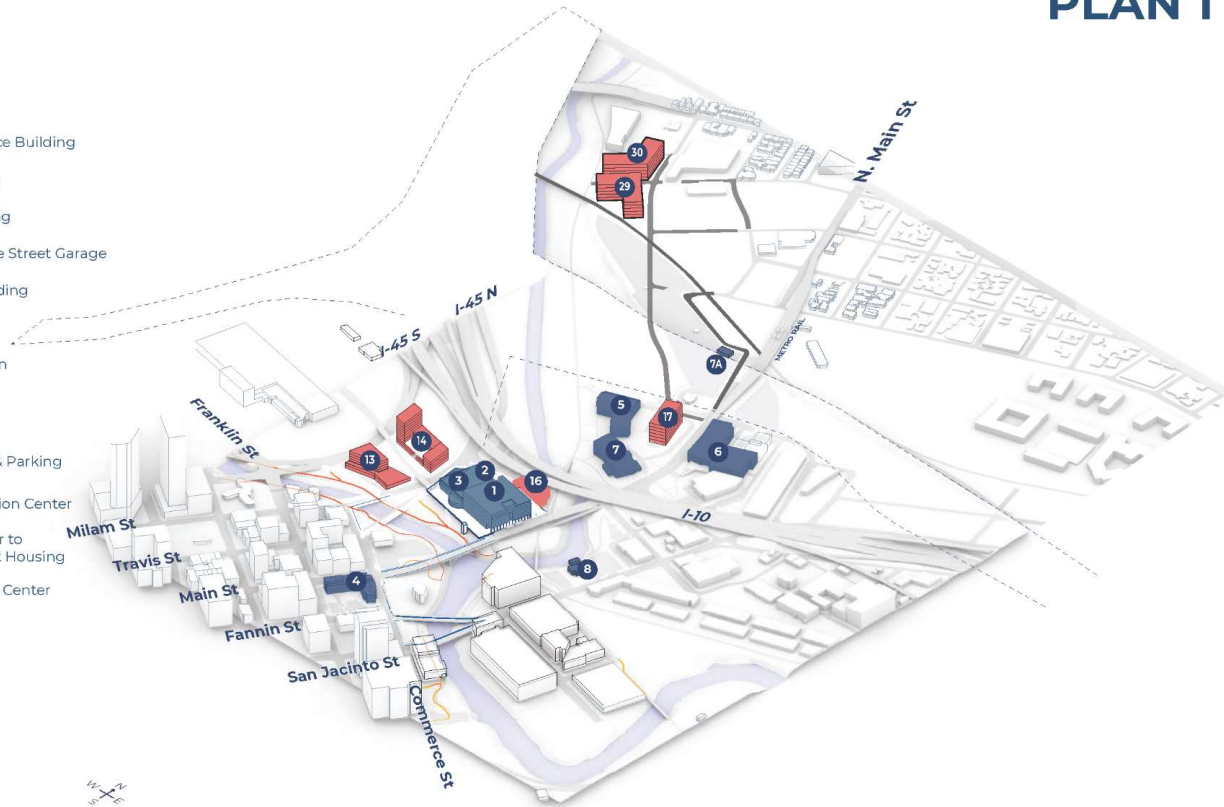
- 1 One Main Building
- 2 Girard Street Building
- 3 Academic & Student Service Building
- 4 Commerce Street Building
- 5 Wellness & Success Building
- 6 Shea Street Building & Vine Street Garage
- 7 Science & Technology Building
- 7A North Utility Plant
- 8 Willow Street Pump Station

New/Partnership

- 13 Performing Arts Building & Parking
- 14 Student Union & Convocation Center
- 16 Former Student Life Center to Student Parking & Student Housing
- 17 Innovation & Entrepreneur Center
- 29 Academic
- 30 Academic

Legend

- Existing Building
- New Building - Plan 1



Plan 2: Cohesive Campus

- *The Highway Improvement Project and the North Canal Project moves forward.*
- Campus expansion east into the Warehouse District.
- Acquire TXDOT surplus land to connect the south and north campus and provide green gathering spaces.
- Develop underutilized university owned property.
 - Washington Street Parking Lot
 - Vacant Student Life Center (former recreation center)
 - Wood Street Parking Lot
 - Daly Street Parking Lot
- Acquisition or development partnership with adjacent property owners.

PLAN 2

Existing

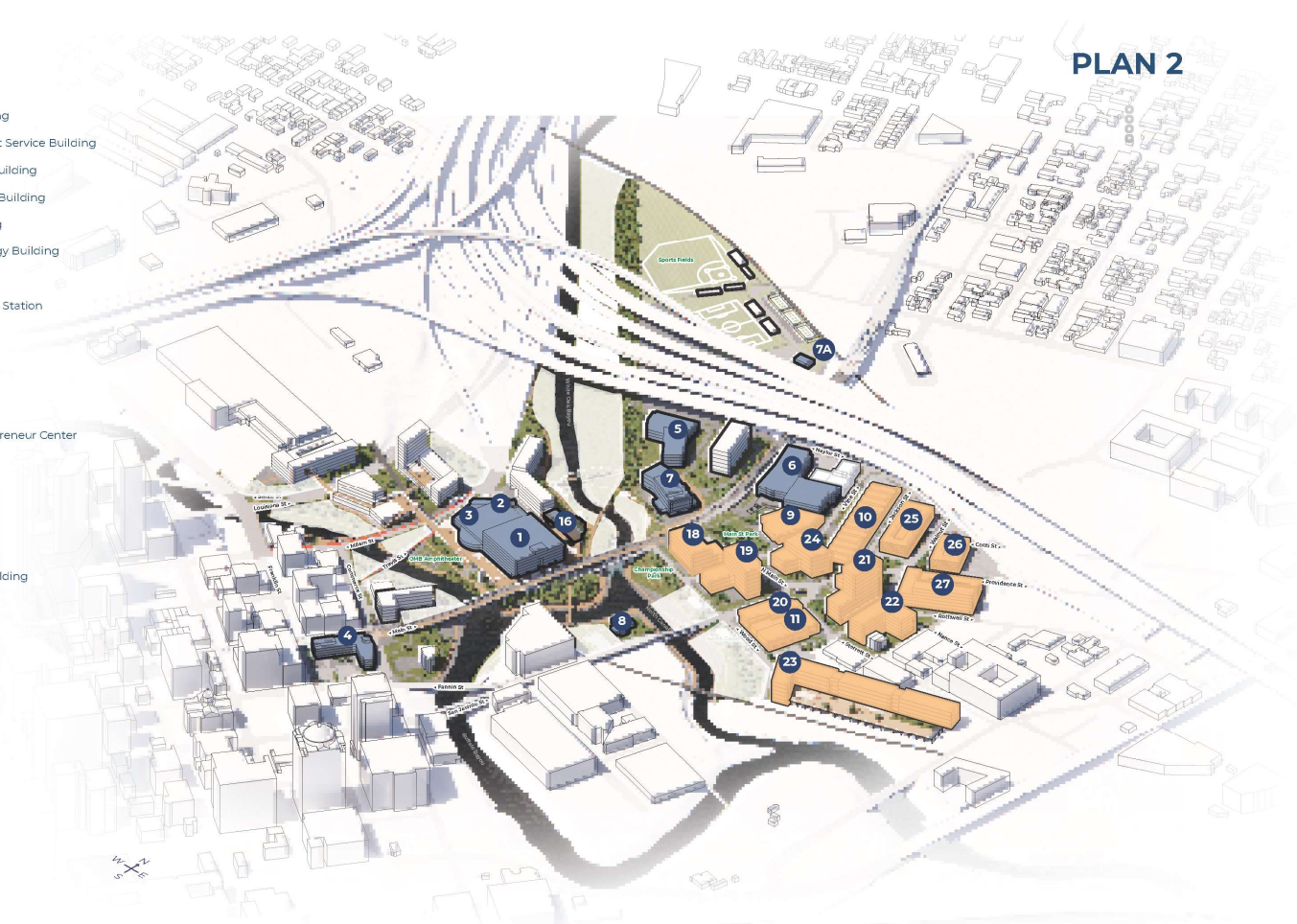
- 1 One Main Building
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- 3 Academic & Student Service Building
- 4 Commerce Street Building
- 5 Wellness & Success Building
- 6 Shea Street Building
- 7 Science & Technology Building
- 7A North Utility Plant
- 8 Willow Street Pump Station
- 16 Student Life Center

New / Partnership

- 9 Student Union
- 10 Innovation & Entrepreneur Center
- 11 Academic
- 18 Academic
- 19 Academic
- 20 Academic
- 21 Performing Arts Building
- 22 Parking
- 23 Student Housing
- 24 Academic
- 25 Parking
- 26 Student Housing
- 27 Convocation Center

Legend

- Existing Building
- New Building



PLAN 2

Summary of Next Steps:

- **Create an Implementation Strategy:**
 - **Develop priorities and preferences based on vision.**
 - **More detailed planning:**
 - **Design guidelines**
 - **Feasibility studies**
 - **Funding framework**
 - **Logical phasing and sequence of capital development projects**
 - **Transformative projects in the first phase.**

GOAL F: VISIBILITY & RECOGNITION

Enhance the reputation and visibility of UHD.

VP: Zambrano (AUR) **Strategy Leader:** Debra McGaughey

Related Committees:

Strategy	Deliverables	Next Steps
SF1. Measure the impact of the marketing plan and include extensive stakeholder input and feedback to expand as needed based on findings.	<ul style="list-style-type: none">• New billboards focusing on academic programs	
SF2. Revise UHD website so it is user-friendly and uniquely UHD and promote it on various social media platforms and marketing activities to increase online engagement and visibility.	<ul style="list-style-type: none">• Implemented Omni Modern Campus Content Management System fall 2023• Increasing Awards and Rankings• UHD in Thanksgiving Day Parade	<ul style="list-style-type: none">• Determine top pages visited by unique visitors and review and revise content on these pages with a focus on marketing messages• Planning for new staff structure of web support after Laura Waits' departure.
	<ul style="list-style-type: none">• Preparations for UHD's 50th Anniversary Year Events	

GOAL G: IMPACTFUL KNOWLEDGE CREATION

Promote knowledge creation and dissemination to and from faculty, staff, students, and the wider community.

VP: Bordelon (AA) **Strategy Leader:** Judith Quander, AVP Faculty Affairs

Consulting Dean: Akif Uzman, College of Sciences and Technology

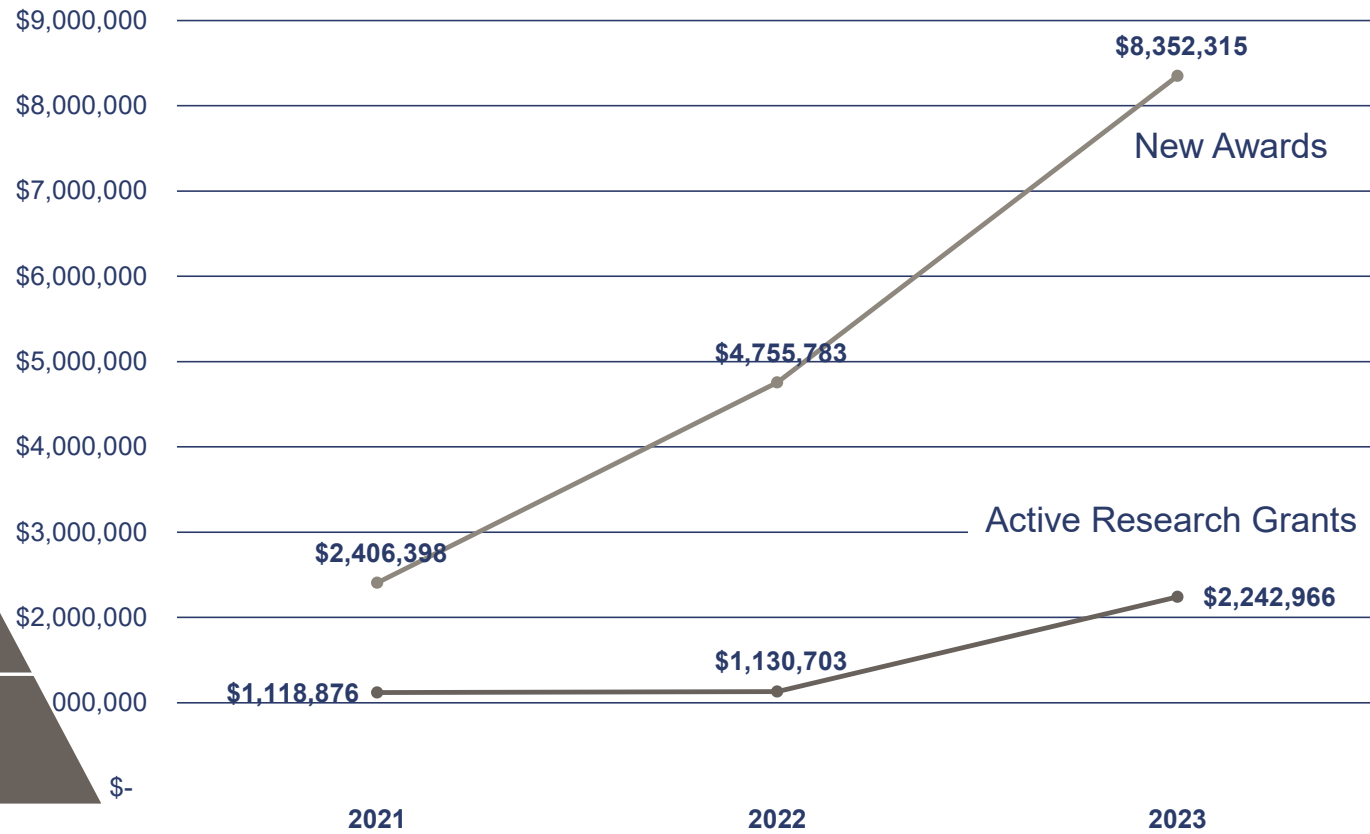
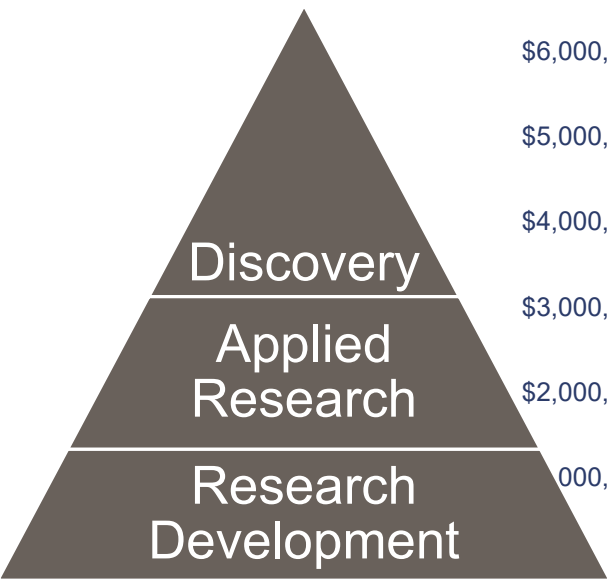
Related Committees: Faculty Senate, Faculty Affairs Committee

Strategy	Deliverables	Next Steps
SG1. Establish a central database for scholarly/creative activities.	<ul style="list-style-type: none"> Implementation of Watermark’s Faculty Success database as a university-wide tool in progress. Promoting research through ORCA, Faculty Research Symposia 	
SG2. Implement faculty and staff strategy related to workload policies.	<ul style="list-style-type: none"> Faculty workgroup appointed to discuss annual evaluations and faculty workload. Identified Faculty Fellows 	<ul style="list-style-type: none"> Group to present findings in spring 2024 to faculty senate, chairs, deans, AVP faculty affairs, and Provost
	<ul style="list-style-type: none"> New Pre/Post Award structure in the Office of Research and Sponsored Programs 	<ul style="list-style-type: none"> Get the \$\$ for increases in research

WATERMARK FACULTY SUCCESS/RPT

- Online information management system specifically designed to organize and report on users' teaching, research, and service activities.**
- Allows faculty to generate reports on their activities in a variety of formats including CV, bio sketches for external funding, annual review reports, and review, promotion, and tenure.**
- Allows the Office of the Provost to keep all important faculty data in one place (e.g. credentialing forms, official transcripts, reports having to do with P&T)**
- Will use Review, Promotion, and Tenure module to manage portfolio submissions and workflow (FY25)**

RESEARCH FUNDING TRENDS (FY)



GOAL H: ENHANCING ENROLLMENT EXPERIENCE

Increase headcount and semester credit hours of new students.

VP: Villanueva (EM) **Strategy Leader:** Elizabeth Villegas, AVP Enrollment Management

Related Committees: Strategic Enrollment Planning Committee, Student Success Initiatives Comm., Gator Success Institute Committee

Strategy	Deliverables	Next Steps
SH1. Increase new student registration to maximize tuition revenue.	Highest percentage of FTICs registered full-time. Fall 2022-1363 (base year) Fall 2023-1458 (+7%)	Continue to increase applications and new student enrollment for 2024.
SH2. Develop and implement an admission matrix to identify academic and financial support opportunities for new undergraduate students.	Admissions Matrix Model: Determined, Dedicated, and Ready Gators. Coding of FTIC 2023 and FTIC 2022 using the ADM Matrix Model.	Validation of model using FTIC 2023 academic performance data. Utilize the model to implement intentional recruitment strategies.
SH3. Integrate new and custom technology solutions to better engage, service, and enroll students in the digital era.	Implementation of software application, Big Future Connections to engage prospective students.	Implementation of ZeeMee social media application. Implementation of Scholarship portal.
SH5. Expand partnership opportunities with external entities to enhance engagement, communication, and student transition.	MOUs (Harmony Public Schools, YES Prep system, Aldine ISD) development with K-12 districts and charter systems.	Leverage data sharing in MOUs for recruitment purposes. Expand the portfolio of K-12 partnerships.

EM TO PROVIDE ADMISSIONS STANDARDS UPDATE



SACSCOC REAFFIRMATION

UHD Class of 2026



TABLE TALK

ACCREDITATION

What do you think of when you hear
ACCREDITATION?

Talk for a few minutes at your table and be
ready to share.

WHAT DOES BEING ACCREDITED SAY ABOUT US?

- UHD provides quality education
- UHD meets professional standards
- UHD strives for continuous improvement
- UHD meets changing public and academy expectations

Accreditation also allows UHD students to:

- Receive financial aid
- Transfer UHD credits to other institutions



SACSCOC EXPECTATIONS

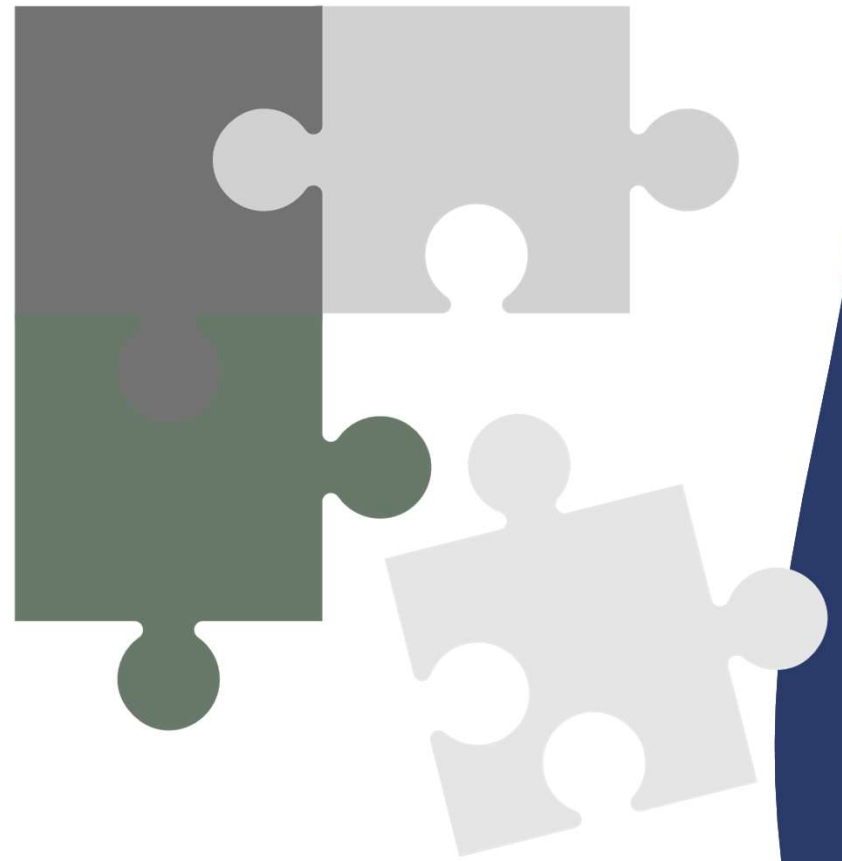
Examples...

- Demonstrate how well UHD fulfills our stated mission
- UHD's commitment to student learning and achievement (*Student Learning Outcomes*)
- UHD's commitment to quality enhancement through continuous assessment and improvement
- Documented quality and effectiveness of all programs and services
(*Assumption: IE processes are mature and incorporated throughout the university*)

LAST UHD REAFFIRMATION

Has it really been 10 years?

Were you involved?



WHAT HAS CHANGED FROM 2016?



SACSCOC
revamp of standards
+
New standards

Principles of Accreditation:

Foundations for Quality Enhancement

Section 1: The Principle of Integrity

Section 2: Mission

Section 3: Basic Eligibility Standard

Section 4: Governing Board

Section 5: Administration and Organization

Section 6: Faculty

Section 7: Institutional Planning and Effectiveness

Section 8: Student Achievement

Section 9: Educational Program Structure and
Content

Section 10: Educational Policies, Procedures,
and Practices

REAFFIRMATION SNAPSHOT

Two Reports Required

1. Compliance Certification Report
2. Quality Enhancement Plan (QEP)

Iterative Review Process

UHD

Compliance Certification Report
Submitted Sept 8, 2025

Focused Report (if needed) + QEP
Submitted January 2026

Response Report (if needed)
Submitted July 2026

SACSCOC 3-Stage Review

Stage 1 Off-Site Committee Review
November 4-7, 2025

Stage 2 On-Site Committee Visit and Review
March 2-5, 2026

Stage 3 SACSCOC Board of Trustees Evaluation

MOST FREQUENTLY CITED PRINCIPLES

per 2022 Reaffirmation Class Institutions [N=76]
percentage of institutions found in non-compliance by stage of review

Principle	UHD	Stage 1 Off-Site Review	UHD	Stage 2 On-Site Visit and Review	UHD	Stage 3 SACSCOC Board Eval
Faculty Qualifications (6.2.a)	Submit Compliance Certification Report	95%	Focused Report (if needed)	18%	Response Report (if needed)	0%
Program Faculty (6.2.b)		54%		6%		4%
Faculty Appointment & Evaluation (6.3)		51%				3%
Student Achievement (8.1)		41%				
Student Outcomes: Ed Programs, Assessment (8.2.a)		47%		22%		9%

COMMON REASONS FOR NON-COMPLIANCE

Insufficient Evidence

- Evidence doesn't exist
- Evidence doesn't exist YET (recently implemented)
- Couldn't find the evidence
- Didn't document the evidence

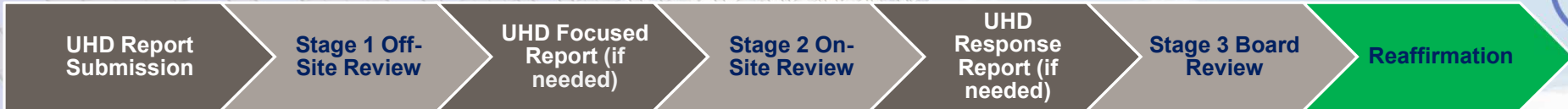
Poor Narrative

- Institution didn't clearly make the case

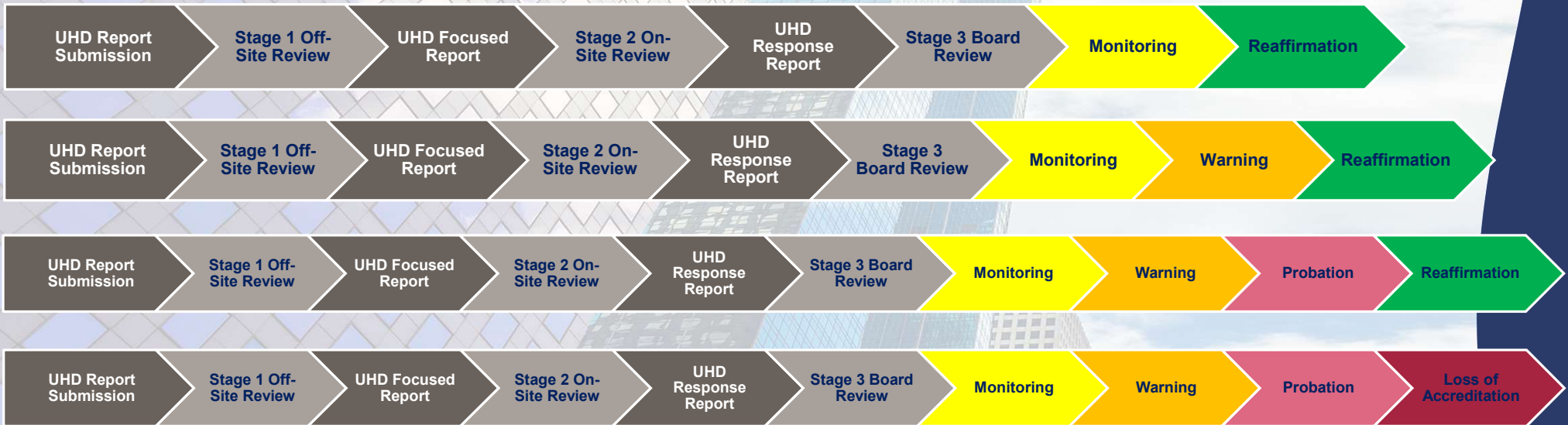
Not providing evidence of following the Requirement of a Policy



BEST OUTCOME



POSSIBLE OUTCOMES



Here is where a photo caption would run if there were an interesting story regarding the photo above.

UHD REAFFIRMATION COMMITTEE STRUCTURE



WHAT ROLE YOU PLAY...

You are part of the reaffirmation process!

The self-study is the documentation of the quality work going on in and outside the classroom. It is a way to examine how well the institution is fulfilling its mission and to work toward improvement where needed.

There are numerous opportunities available to participate in the reaffirmation process or the “continuous improvement” process:

- Compliance Certification and Writing Groups
- QEP Sub-Committees
- Participate in the SACSCOC On-Site Team Visit
- Attend QEP and Reaffirmation Committee meetings if your schedule permits

WHY ARE FACULTY CRITICAL TO THE REAFFIRMATION PROCESS?

Because of your training and direct contact with students, you are in the best position to provide analyses of faculty standards.

For example:

Curricular design and effectiveness; Assessment; Faculty Credentials and Adequacy, Faculty workload, Academic freedom and Tenure; Shared Governance, Program Coordination.

Also, you possess the research and analytical skills not only to identify deficiencies in processes and outcomes but also to develop methods for improvement.



COMPLIANCE CERTIFICATION REPORT TIMELINE



QUALITY ENHANCEMENT PLAN (QEP) TIMELINE

2024												2025								2026				
J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	Spring
Jan QEP Request for Proposals			April – Nov 2024 Developing of the QEP									April/May 2025 Establish Timeline for Implementation			June/July 2025 Identify Necessary Resources			Sept/Oct 2025 Addressing the Success of the QEP			Dec 2025 Prepare QEP for Submission		Jan/ Feb 2026 Submit to SACSCOC	
Feb QEP Proposal Deadline and Presentations																								
Mar 2024 QEP Selected																								



ROUND TABLES

Spring Faculty Retreat

ROUNDTABLE DIRECTIONS

- **You may visit 3 roundtables during the one-hour session.**
- **You will have 15 minutes at each table.**
- **I will tell you when it is time to rotate.**

LIST OF ROUNDTABLES

Tables 1-2: Goal A: Enhancing Student Success	Topics: Intrusive Advising Model, Increasing Student Engagement
Tables 3-4: Goal A: Enhancing Student Success	Topic: Student Success Initiatives
Tables 5-7 Goal B: Strategic Learning Partnerships	Topics: Simplicity Database, Cultivating External Partnerships
Table 8: Goal C: Dynamic Learning Environment	Topic: The Academic Master Plan; Program Review
Table 9: Goal C: Dynamic Learning Environment	Topic: First-Year Experience, Freshman Seminar

Tables 10-11: Goal D: Engaged Faculty and Staff	Topic: Faculty Workload, Faculty Engagement
Table 12: Goal F: Elevated Visibility and Recognition	UHD 50 th Anniversary
Tables 13-14: Goal G: Impactful Knowledge Creation	Topic: Faculty Success and Faculty Review Tools
Tables 15-16: Goal G: Impactful Knowledge Creation	Topic: Supporting Faculty in Achieving External Funding
Tables 17-20: Goal H: Enhancing Student Enrollment	Topic: Strategic Enrollment Management Plan; Admissions Matrix

FOLLOW UP.....

- **Presentations, handouts, and video will be available on the Faculty Retreat website**
- **“QEP Call for Proposals” email**
- **Communication campaign about reaffirmation**
- **Assessment workshops**
- **Reaffirmation writing group workshops**
- **Updated Strategic Planning dashboards**
- **Provost’s Communication Webpage**
- **50th Anniversary celebrations!!!!**