

University of Illinois Springfield

College of Liberal Arts and Social Sciences Action Plan

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Revised June 23, 2022

As a result of the academic reorganization at the University of Illinois Springfield (UIS), the College of Liberal Arts and Sciences was reconstituted and renamed The College of Liberal Arts and Social Sciences (CLASS, name pending approval), effective academic year 2022-2023. The objectives of the CLASS action plan are to clarify the college's identity to reflect the central values of the liberal arts and social sciences education, to align its goals and priorities with the university's strategic compass and four directional pillars, and to build and support an intellectual community of teacher-scholars, staff, students, alumni, and external partners.

Goals, Initiatives, and Benchmarks

Goal I: Define a distinctive CLASS identity & establish the college's governance structure.

Initiatives

1. Develop a mission statement that clearly defines the CLASS identity. (mission/renaming ad-hoc committee)
2. Develop college bylaws. (bylaws ad-hoc committee)
3. Elect college-level committees. (dean's office, faculty)
4. Develop unit priorities and benchmarks. (academic units, dean's office)
5. Develop college priorities based on unit priorities and benchmarks. (college executive committee)
6. Review college-level policies and procedures and make recommendations to ensure transparent and equitable decision-making and processes. (college executive committee)
7. Increase strategic participation in college and campus governance. (academic units, faculty)

Benchmarks

- Complete 1, 2, and 3 at the beginning of 2022-2023.
- Complete 4, 5, 6, and 7 in 2022-2023 and continuous.

Goal II: Increase student engagement experience & connect education with career opportunities.

Initiatives

1. Articulate and publish the core values of liberal arts and social sciences education and connect them with student job placement and career advancement. (academic units, dean's office)

2. Identify and develop experiential learning and internship opportunities, in collaboration with relevant offices on campus and community partners. (chairs and directors, dean's office)
3. Review and revise curricula to incorporate engagement experience into the degree requirements, if applicable. (academic units, college curriculum committee)
4. Strengthen collaboration with career development, alumni, and community partners, and generate relevant reports. (chairs and directors, dean's office)
5. Collect and publish data on student post-graduation job placement on the unit and college websites. (academic units, dean's office)

Benchmarks

- Complete 1 in 2022-2023.
- Work on 2 and 3 in 2022-2023 and continue in future years.
- Work on 4 and 5 in 2022-2023 and disseminate data and reports starting 2023-2024.

Goal III: Strengthen professional development for students, faculty, and staff.

Initiatives

1. Review and revise the college's peer review of teaching procedure. (college personnel and peer review of teaching committee)
2. Identify opportunities and advocate for resources to support student professional development, in collaboration with office of research and sponsored programs and advancement office. (academic units, dean's office, college executive committee)
3. Identify opportunities and advocate for resources to support faculty professional development, in collaboration with office of research and sponsored programs, advancement office, and the center for faculty excellence. (academic units, dean's office)
4. Identify opportunities and advocate for resources to support staff professional development, in collaboration with CSAC and APAC. (academic units, dean's office)
5. Work with advancement office to produce materials for new initiatives and new programs to attract funding and to plan unit-specific and college-specific fundraising campaigns. (academic units, dean's office)

Benchmarks

- Complete 1 in year 1 and implement in 2023-2024.
- Work on 2, 3, and 4 in 2022-2023 and generate annual reports starting 2023-2024.
- Work on 5 and plan 1-2 fundraising events in 2022-2023 and continue in future years.

Goal IV: Increase recruitment, marketing, and outreach programs & build community partnerships.

Initiatives

1. Develop new majors, minors, and certificate programs that attract a wide range of students (first-year, transfer, online, adult learners, etc.) in consultation with the dean's office, enrollment management, and academic affairs. (academic units)

2. Develop summer, intersession, and/or accelerated courses and programs for prospective students for recruitment and revenue generation, in collaboration with enrollment management and CAPE. (academic units, dean's office)
3. Create and/or update unit and college websites and social media outlets, in collaboration with web services and marketing department. (academic units, dean's office)
4. Develop marketing plans to promote academic units and the college, in collaboration with marketing department. (academic units, dean's office)
5. Collaborate with alumni relations to develop programs for recruitment, marketing, and outreach. (academic units, dean's office)
6. Explore the possibility of establishing an alumni advisory board. (dean's office)
7. Explore the possibility of establishing a community advisory board. (dean's office)

Benchmarks

- Work on 1 and 2 in 2022-2023 and develop proposals for 1-3 new programs.
- Work on 3, 4, and 5 and co-sponsor 1-2 outreach events/activities to engage alumni in 2022-2023.
- Work on 6 and 7 and generate a plan in 2022-2023; implement in 2023-2024.

Goal V: Highlight diversity, equity, inclusion, and social justice within and across program curricula and programming.

Initiatives

1. Identify and advocate cluster hire opportunities to recruit underrepresented faculty and staff, in collaboration with AEO. (academic units, dean's office)
2. Seek and complete training for best hiring practices. (academic units, dean's office)
3. Identify and advocate for resources to support faculty and staff retention. (academic units, dean's office)
4. Review and revise curricula to ensure DEIJ across different units. (academic units, college curriculum committee)
5. Develop assessment plans and curriculum mapping at the unit- and college-level to ensure DEIJ. (unit- and college-level curriculum committees)
6. Develop programs and curricula to recognize, educate about, and strengthen DEIJ among all constituents. (academic units, dean's office)

Benchmarks

- Work on 1, 2, and 3 with a goal of increasing underrepresented faculty and staff 2-4% per year.
- Work on 4 and 5 in year 1 and generate annual reports starting 2023-2024.
- Work on 6 and develop 1-2 college-level programs in 2022-2023.