Develop and expand disciplinary and transdisciplinary programs, courses, research and creative activities

### 329 Study market needs and collaborate with employers to design transdisciplinary programs

**College of Arts & Sciences**

**2015-16 Progress Narrative**

The college is continuing its evaluation of current course offerings, rotation, and cycling of courses to ensure that students can plan a realistic 4-year plan and graduate in a timely manner. The college continues in discussions with employers and community members on transdisciplinary programs and exploring opportunities to expand disciplinary/transdisciplinary research and creative efforts. Faculty from the college are active in Skyward, Northern Kentucky’s regional strategic visioning and planning efforts.

- **329.01** Catalog and evaluate current offerings (Y1-2)
- **329.02** Collaborate with relevant community organizations and stakeholders to identify regional market needs (Y1)
- **329.03** Expand programs, courses, research, and creative activities to align with regional and market needs (Y3-4)
- **329.04** Develop hiring strategy to support and enhance transdisciplinary programs and opportunities (research) (Y1-4)

### 330 Increase support for transdisciplinary research, creative activities, and grants

**College of Arts & Sciences**

**2015-16 Progress Narrative**

CAS Strategic Investment funds are awarded to projects, ideas, and efforts that are aligned with the initiatives that support the College’s Strategic Plan and Fuel the Flame. Several awards this year were transdisciplinary in scope including: Biological and Cultural Contributors to Kidney Disease in Sri Lankan Farmworkers; Freedom’s Frontiers: Underground Railroad Film, Access, and Preservation Initiative; and the Intensive Summer Opportunity for Inter- or Transdisciplinary Curriculum Development. The College also supported faculty through Professional Development Awards. Many faculty chose to use their funding in support of their scholarly presentations at regional, national, and international conferences. Other faculty used these funds to supplement the costs of their research/creative projects. This past year CAS faculty/staff submitted 67 external grant proposals; 40 proposals received funding for a total dollar amount of $3,163,163.00; these numbers exceed CAS totals from the previous academic year.
Liaise with Research, Grants, and Contracts (RGC), departments, college centers, and other relevant units, and community partners (Y1)

Expand college support for grants (development and maintenance) (Y1-4)

Support transdisciplinary activities that enhance college strategic goals (Y1-4)

Expand professional development to support transdisciplinary programs and courses (Y2-4)

Ensure that transdisciplinary work is reflected in the faculty workload and reward structure (RPT and performance review) (Y2-4)

Evaluate incentive models to encourage integration of best teaching practices and alternative teaching formats (Y1-2)

---

**Broader the scope of applied and experiential learning within the college**

**331 Support civic and community engagement activities**

College of Arts & Sciences

Begin in 2014-15

3.2a, 3.2b, 3.2c, 3.2d

| 331.01 | Formalize relationships between departments and civic/community organizations (Y1) | Not Started | Under Way | Completed | Ongoing |
| 331.02 | Catalog and expand current college applied and experiential learning opportunities including service learning activities (Y1) | Not Started | Under Way | Completed | Ongoing |
| 331.03 | Help faculty to involve more students in applied and experiential learning opportunities including service learning activities (Y2-4) | Not Started | Under Way | Completed | Ongoing |

2015-16 Progress Narrative

CAS continues to collaborate and serve in the forefront of civic and community engagement activities. A few examples from the past year include the financial literacy program sponsored by psychological sciences and the Edwards Foundation with high school students that expanded on campus and off campus P-12 programs aimed at college readiness; SOTA developed various projects with the Behringer-Crawford Museum, North Key Community Care, Highland Heights Police Department, Brighton Center, and local libraries. Our faculty collaborated with the Scripps Howard Center for Civic Engagement in the symposium The Environment as Muse at the Cincinnati Art Museum -- former KY Poet Laureate Richard Taylor moderated the event. Our college also hosted regional conferences for the National Association of Teachers of Singing as well as the Kentucky Music Educators Association and faculty from the college were involved in the planning/hosting of the Kentucky Academy of Science Annual Meeting held at NKU last fall.
Increase and enhance undergraduate research, creative activity, and capstone experiences

College of Arts & Sciences

Begin in 2014-15

Not Started Under Way Completed Ongoing

- [ ] 3.2a, 3.2b, 3.2c, 3.2d

2015-16 Progress Narrative

The college continues to financially support undergraduate research and creative activities through grant support for faculty student collaboration (CFSPA grants), strategic investment awards, faculty professional development awards, and CINSAM grants. CAS students presented over 60% of the projects in NKU's annual Celebration of Research and Creativity each April. CAS students and faculty continue to present results of the scholarly work at regional and national conferences. This past year some departments/disciplines have begun to evaluate their capstone experiences and are exploring ways to enhance these experiences.

332.01 Collaborate with Undergraduate Research Office (Y1 or when established)
- [ ]

332.02 Track, count, and evaluate current college-wide activities and opportunities (Y1)
- [ ]

332.03 Apply course numbering structure to facilitate future tracking (Y1-2)
- [ ]

332.04 Explore methods to reduce barriers to engage students more directly (Y2-3)
- [ ]

332.05 Increase number of students involved in research, creative activities, and capstone experiences (Y3-4)
- [ ]

332.06 Ensure that undergraduate research, creative activities, and capstone experiences are reflected in the faculty workload and reward structure (RPT and performance review) (Y2-4)
- [ ]

Ensure that course offerings and programs support collaboration across disciplines

College of Arts & Sciences

Begin in 2014-15

Not Started Under Way Completed Ongoing

- [ ] 3.3a, 3.3b

2015-16 Progress Narrative

CAS continues to explore ways of increasing offerings in online, hybrid and flexible programs while maintaining close, personal relationships with our students. The dean's office is working with department chairs on enrollment management strategies and course offerings during summer and winter sessions.

333.01 Develop a list of programs and courses delivered in online or hybrid formats or during summer and winter sessions (Y1)
- [ ]

333.02 Use survey data to determine students' needs and challenges (Y1)
- [ ]

333.03 Review and modify scheduling and delivery methods at the departmental and programmatic level (Y1-2)
- [ ]

333.04 Assess effectiveness of modifications and revise accordingly (Y3-4)
- [ ]

333.05 Evaluate incentive models to foster collaboration across disciplines and colleges (Y1-2)
- [ ]

333.06 Advocate for faculty, staff, and student needs related to online learning. (Y1-4)
- [ ]
## Community Engagement

### 334 Cultivate mutually-beneficial relationships with business, government, education, and nonprofit organizations to expand research

**College of Arts & Sciences**

<table>
<thead>
<tr>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
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<tbody>
<tr>
<td>✔️</td>
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</table>

**2015-16 Progress Narrative**

Many CAS disciplines and departments are working closely with community stakeholders to expand research. The STEM disciplines are in the forefront of the college’s efforts in this area while many other disciplines as well as the Master in Public Administration and Master in Public History Programs are also active. CAS is also focused on promoting internships to our students as a way to expand research and creative opportunities; several programs work with community stakeholders in this effort.

#### 334.01 Identify, promote, and support opportunities for collaboration around shared issues or concerns with business, government, education, and nonprofit organizations in our region (Y2)

#### 334.02 Promote and support discussions with other institutions of higher education in the state and region about targeted collaborative public engagement activities (Y2)

#### 334.03 Promote and support faculty, staff, and administrators’ membership on regional, community, and corporate boards including artistic and cultural boards (Y2-3)

#### 334.04 Maintain and expand on campus and off campus P-12 programs aimed at college readiness (Y1-4)

### 335 Develop a culture that values public engagement

**College of Arts & Sciences**

<table>
<thead>
<tr>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
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<td>✔️</td>
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</table>

**2015-16 Progress Narrative**

CAS has a strong, well-established culture which values public engagement. Our faculty, staff, and students continue to be involved in numerous activities. CAS outreach contributions should exceed last year’s record levels. SOTA increased its presence in area schools with over 22,000 P-12 students reached by visits of the Musical Theatre Tour, Dance Tour, Improvisational Comedy, and Small Work Theatre Collective Troupes. CINSAM continued to generate interest in STEM with events including Engineering Career Day, FIRST Lego League KY state tournament, and summer camps among other activities. The World Languages & Literatures Department received funding from the German Embassy to support events highlighting the German Reunification last fall while the Parker Academy Project (History & Geography; Anthropology) include excavations and archival research that have generated much interest in the community and fostered new collaborations with community partners.

#### 335.01 Develop process (mechanism and timeline) for reporting public engagement activities (Y1-2)

---

**Thursday, July 28, 2016**
335.02 Articulate the ways in which public engagement activities should be valued as part of the reappointment, promotion, and tenure process (Y1)

335.03 Evaluate ways to provide mechanisms for staff support for college marketing and communication (Y1-2)

336 Support regional economic growth and job creation (College of Arts & Sciences)

2015-16 Progress Narrative

Many disciplines continue to revamp courses using evidence-based instructional practices and active learning techniques; many have continued developing programs and course delivery methods that meet the diverse needs of our student body, and provide research experiences in courses at all levels throughout the curriculum. We continue to strengthen critical thinking, communication, writing skills, cultural awareness, and collaborative work skills of our students. CAS continues its strong focus of faculty and students also working outside of the classroom on research and creative projects—such activities distinguish our students and make them competitive in the job market. We continue to work on the creation of community boards at the school and college level.

336.01 Encourage and support all students in the completion of an experiential learning component, active learning activity, service learning experience, capstone, internship, co-op, or practicum as part of degree attainment (Y3-4)

336.02 Collaborate with alumni to develop a network of career mentors to design a shadow program for students (Y2-4)

Institutional Excellence

Recruit, retain, and develop outstanding faculty and staff (College of Arts & Sciences)

337 Develop a formal mentoring process for faculty and staff, including leadership opportunities

2015-16 Progress Narrative

The Dean formed a mentoring committee composed of faculty volunteers to provide guiding principles of mentoring for the college; the committee has a draft proposal in review. The college continued providing expanded leadership opportunities for both faculty and staff by soliciting volunteers on college-wide committees and matching peoples' passions with college needs. The Dean continued to host small group lunches again this year with first-year faculty and also full professors to solicit feedback.

337.01 Collect feedback from stakeholders on mentoring (Y1)

337.02 Develop mentoring committee (Y2)

337.03 Develop, implement, and assess formal mentoring processes (Y2-4)
Expand professional development opportunities for faculty and staff

College of Arts & Sciences

Begin in 2014-15

Not Started Under Way Completed Ongoing

338.01 Appoint annual PD committee (Y1-4)

☑ ☐ ☐ ☑

338.02 Assess prior year results (Y2-4)

☑ ☐ ☐ ☑

338.03 Review current year proposals and make recommendations to the Dean (Y2-4)

☑ ☐ ☐ ☑

338.04 Announce opportunities by late September or early October (Y2-4)

☑ ☐ ☐ ☑

Foster a culture of inclusive excellence where students, faculty, and staff feel valued, safe, and welcome

Form a college-level inclusive excellence committee (timing will correspond with planning at the university-level)

College of Arts & Sciences

Begin in 2014-15

Not Started Under Way Completed Ongoing

339.01 Draft and implement a new college-level inclusive excellence plan (Y1-2)

☑ ☐ ☐ ☑

339.02 Committee reviews accomplishments of past year and offers recommendations for the next (Y2-4)

☑ ☐ ☐ ☑

Improve organizational effectiveness in College

Develop a workload policy that accounts for all major faculty activities

College of Arts & Sciences

Begin in 2014-15

Not Started Under Way Completed Ongoing

340.01 Evaluate current policies in college (Y1)

☑ ☐ ☐ ☑

340.02 Establish policy and link to RPT guidelines (Y1)

☑ ☐ ☐ ☑

340.03 Evaluate effectiveness of policy (Y2-4)

☑ ☐ ☐ ☑
340.04 Explore how new budget model might allow for consideration of a differential workload (Y3-4)

341 Use data analytics to drive actions

2015-16 Progress Narrative
The college continues to work with IR, Enrollment Management, and Institutional Effectiveness to identify sources of data for the college. Effective use of data for various initiatives continues to be a regular agenda item at chairpersons/directors meetings. Many chairs are becoming more proficient and effectively using analytics in their decision-making. As mentioned in last year’s update, long-term progress in this area will be dependent on data reliability and access at the university level.

341.01 Identify and communicate sources of data for college (Y1, ongoing)
341.02 Augment college metrics with identified sources of data (Y1, ongoing)

342 Create a culture of assessment in the college

2015-16 Progress Narrative
Much progress has been made in the past year in creating a culture of assessment in the college. Susan Hatfield’s visits and presentations, the training of assessment coordinators, individual presentations at the college meeting in April devoted to successful approaches of assessment by departments/programs/centers have all contributed to more awareness of this issue. Efforts such as these mentioned will continue in the upcoming years.

342.01 Establish deadlines for assessment (Y1)
342.02 Train program assessment coordinators (PACs) (Y1-4)
342.03 Collect, analyze, and apply data (Y1-4)

343 Update and streamline college policies and procedures

2015-16 Progress Narrative
The Strategic Plan Implementation Team has met regularly this year and is reviewing ongoing implementation, assessment and reporting. There has also been some initial discussion at the college level of how a policy and procedures committee would function. It is anticipated further discussion will occur in the upcoming academic year.

343.01 Create policies and procedures committee (Y1)
343.02 Identify which policies and procedures are needed (Y1)
343.03 Articulate a communication plan (Y1)
343.04 Draft policies and procedures for dissemination, discussion, and approval as necessary (Y1-4)
### Increase and leverage public awareness of and investment in the college's strengths and contributions to the region and state

<table>
<thead>
<tr>
<th>344</th>
<th>Increase funding through development and stewardship efforts (Y1-4)</th>
<th>College of Arts &amp; Sciences</th>
<th>Begin in 2014-15</th>
<th>5.5a, 5.5b, 5.5c</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>2015-16 Progress Narrative</strong></td>
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<tr>
<td></td>
<td>CAS is expected and on track to meet its goal of $1.2 million this year. The Dean and our development officer have worked closely over the past year to identify opportunities and donors to meet this goal.</td>
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<tr>
<td>344.01</td>
<td>Form college development council (Y1)</td>
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<tr>
<td>344.02</td>
<td>Develop and implement comprehensive development plan (Y1-4)</td>
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</tbody>
</table>

### Increase and expand the number of grant proposals and innovative activities

<table>
<thead>
<tr>
<th>345</th>
<th>Increase and expand the number of grant proposals and innovative activities</th>
<th>College of Arts &amp; Sciences</th>
<th>Begin in 2014-15</th>
<th>5.5a, 5.5b, 5.5c</th>
</tr>
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<tbody>
<tr>
<td></td>
<td><strong>2015-16 Progress Narrative</strong></td>
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<tr>
<td></td>
<td>This past year CAS faculty/staff submitted 67 external grant proposals; 40 proposals received funding for a total dollar amount of $3,163,163.00; these numbers exceed CAS totals from the previous academic year. Discussions with Bill Thompson and Sam Langley occurred throughout the year in an effort to seek better communication and collaboration between our offices. The Dean's office has an ex-officio member on the Research Council; this should also promote more open lines of communication.</td>
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<tr>
<td>345.01</td>
<td>Communicate importance of submitting grant proposals, especially related to RPT (Y1)</td>
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<tr>
<td>345.02</td>
<td>Provide historical grant submission and award data (Y1-4)</td>
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<tr>
<td>345.03</td>
<td>Establish college-level plan and procedures for increasing grant production (Y2)</td>
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<tr>
<td>345.04</td>
<td>Identify local entrepreneurs with ties to Arts and Sciences to help strategize (Y1-2)</td>
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<tr>
<td>345.05</td>
<td>Analyze potentially commercializable ideas and revenue-producing activities (Y2)</td>
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<tr>
<td>345.06</td>
<td>Develop business plan for college-wide implementation of activities (Y3-4)</td>
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</tbody>
</table>

### Collaborate with the campus community to utilize and maintain facilities that reflect the growing capacity of the college

<table>
<thead>
<tr>
<th>346</th>
<th>Develop a plan with Academic Affairs and other relevant campus units to address college facilities, equipment, and technology needs</th>
<th>College of Arts &amp; Sciences</th>
<th>Begin in 2014-15</th>
<th>5.7a, 5.7b, 5.7c, 5.7d</th>
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<tbody>
<tr>
<td></td>
<td><strong>2015-16 Progress Narrative</strong></td>
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<tr>
<td></td>
<td>Same as 2014-15 narrative; this area will be impacted by the new budget model. We will continue to work with Academic Affairs and other relevant campus units to address college facilities, equipment, and technology needs. The closure of Founders' Hall has and will continue to keep facilities, as a major focus for the college, and lack of adequate resources to support equipment costs, including maintenance contracts, will necessitate continued problem-solving in this area.</td>
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<tr>
<td>346.01</td>
<td>Create committee to identify college facilities, equipment, and technology needs (Y1-2)</td>
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</tbody>
</table>
## Student Success

### Strengthen critical thinking, communication, and teamwork across the disciplines

<table>
<thead>
<tr>
<th>316</th>
<th>Formalize theme-based interest groups to promote communication</th>
<th>College of Arts &amp; Sciences</th>
<th>Begin in 2014-15</th>
<th>1.1b</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015-16 Progress Narrative</td>
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<tr>
<td></td>
<td>This past year one of the CAS Strategic Investment Fund funded awards promoted transdisciplinary program building. The goal of this project was to provide an intensive summer opportunity for faculty to work in interdisciplinary teams to develop relevant new inter- or transdisciplinary curricular programming. Six different team proposals were submitted for this SI project and two teams were funded based on the quality of their proposal, impact for investment, contribution to the strategic plan, and promise of success: Games Studies Minor and a B.A. in Environmental Science. Final team reports including progress and next steps are due soon. This particular SI award proposal may serve as a model for future groups.</td>
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</tbody>
</table>

| 316.01 | Survey faculty to gather shared teaching themes and areas of research interests and creative activities (Y1) | | |
| 316.02 | Identify broader themes, topics, and areas of teaching, research, and creative activities through formal groups (Y2) | | |
| 316.03 | Facilitate meetings, symposia, or conferences to encourage collaboration and transdisciplinary teaching, research, and creative activities (Y3-4) | | |

### Set and maintain academic standards that align with college and departmental or programmatic curricula and best practices

<table>
<thead>
<tr>
<th>317</th>
<th>Strengthen planning, reporting, and assessment efforts throughout college with attention to current best practices for curriculum and teaching</th>
<th>College of Arts &amp; Sciences</th>
<th>Begin in 2014-15</th>
<th>1.1a</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015-16 Progress Narrative</td>
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<tr>
<td></td>
<td>The college continues to emphasize the importance of planning, reporting, and assessment efforts and assessment remains an ongoing focus of the college. Susan Hatfield's campus visits and interactions with faculty, advisors, staff, and administrators provided a broad understanding of best practices in assessment. Additionally the CAS Strategic Planning Initiative Team (SPIT), CAS Program Assessment Committee (PAC) have discussed reporting efforts throughout the college.</td>
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</table>

| 317.01 | Research best practices for each department or program (Y1) | | |
| 317.02 | Establish best practices for each department or program (Y2) | | |
| 317.03 | Create a plan for reporting and assessment for each department and program (Y2) | | |
| 317.04 | Request, then assess, reports from all departments and programs; review and revise practices accordingly (Y3-4) | | |
### 318 Identify and review or create transdisciplinary minors, foci, and courses to support undergraduate and graduate students in both face-to-face and online programs

**College of Arts & Sciences**

**Begin in 2014-15**

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop a list of current transdisciplinary minors, foci, and courses and invite revisions and new minors, foci, and courses (Y1)</td>
<td>Under Way</td>
</tr>
<tr>
<td>Advertise transdisciplinary minors, foci, and courses (Y2)</td>
<td>Under Way</td>
</tr>
<tr>
<td>Gather data (survey, course evaluations) to determine effectiveness (Y3)</td>
<td>Completed</td>
</tr>
<tr>
<td>Expand, revise, or discontinue accordingly (Y4)</td>
<td>Completed</td>
</tr>
</tbody>
</table>

#### 318.01 Develop a list of current transdisciplinary minors, foci, and courses and invite revisions and new minors, foci, and courses (Y1) Not Started Under Way Completed Ongoing

#### 318.02 Advertise transdisciplinary minors, foci, and courses (Y2) Not Started Under Way Completed Ongoing

#### 318.03 Gather data (survey, course evaluations) to determine effectiveness (Y3) Not Started Under Way Completed Ongoing

#### 318.04 Expand, revise, or discontinue accordingly (Y4) Not Started Under Way Completed Ongoing

### Enhance academic advising and learning resources, with additional emphasis on students

**319 Strengthen academic advising within departments with attention to current best practices for curriculum and teaching**

**College of Arts & Sciences**

**Begin in 2014-15**

#### 319.01 Create a CAS Advising Committee comprised of faculty and professional advisors from each department to share and implement best practices across the College (Y1) Not Started Under Way Completed Ongoing

#### 319.02 Advise students each semester with development of an individual 4 year plan (Y2-4) Not Started Under Way Completed Ongoing

#### 319.03 Create and review opportunities for ongoing training for faculty in advising (Y2) Not Started Under Way Completed Ongoing

#### 319.04 Employ degree audit to update individual 4-year plan each year (Y3) Not Started Under Way Completed Ongoing

#### 319.05 Support college-wide use of MAP-Works (or appropriate program) by providing ongoing training for faculty (Y1-4) Not Started Under Way Completed Ongoing
### 320 Review all departmental and programmatic online and summer course offerings for undergraduate and graduate students

**2015-16 Progress Narrative**

The Dean’s office continues to actively review all course offerings, including online and summer and winter courses, in order to better manage enrollment, offerings, rotation, and cycling. The college continues to commit regular meeting time to this issue and continues to have 1-1 meetings with all of the chairpersons focused on all of the areas mentioned above.

<table>
<thead>
<tr>
<th>ID</th>
<th>Description</th>
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<tbody>
<tr>
<td>320.01</td>
<td>Develop a list of majors, minors, foci, and courses delivered online or during summer and winter sessions (Y1)</td>
</tr>
<tr>
<td>320.02</td>
<td>Survey select groups of students, including post-traditional and graduate students, about their needs and challenges (Y1)</td>
</tr>
<tr>
<td>320.03</td>
<td>Review and modify scheduling and delivery methods at the departmental and programmatic level to support retention and progress toward graduation (Y1-2)</td>
</tr>
<tr>
<td>320.04</td>
<td>Assess effectiveness of modifications and revise accordingly (Y3-4)</td>
</tr>
</tbody>
</table>

### 321 Implement alternative advising strategies, such as online chat capabilities, peer-to-peer tutoring within departments, and connecting current students with alumni and potential employers

**2015-16 Progress Narrative**

Many departments and disciplines are exploring ways to increase internships opportunities for students. The Assistant Dean continues to work with Career Services on a pilot project for engineering technology co-ops and internships. As mentioned in a previous section the College is working with alumni at P&G on strategies for current students in understanding possible career options. Some departments have either initiated or are exploring peer mentoring and/or peer tutoring strategies for their disciplines.

<table>
<thead>
<tr>
<th>ID</th>
<th>Description</th>
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<tbody>
<tr>
<td>321.01</td>
<td>Charge advising committee with exploring alternative advising strategies currently used in CAS and other institutions (Y1)</td>
</tr>
<tr>
<td>321.02</td>
<td>Report on and then pilot strategies with attention to alignment and impact (Y2)</td>
</tr>
<tr>
<td>321.03</td>
<td>Strengthen and expand partnerships with Career Services and the Alumni Association (Y3-4)</td>
</tr>
<tr>
<td>321.04</td>
<td>Assess advising strategies (Y3-4)</td>
</tr>
</tbody>
</table>

### Increase, diversify, and support global and multicultural perspectives in CAS curriculum
Increase and diversify education abroad and study away opportunities

College of Arts & Sciences

Begin in 2014-15

322.01 Catalog current Education Abroad and Study Away opportunities and identify areas for growth (Y1)

322.02 Strengthen and expand partnerships between Office of Education Abroad and College of Arts and Science (Y2-3)

322.03 Assess effectiveness of modifications and revise accordingly (Y4)

Under Way Ongoing Completed Not Started

Increase opportunities for multicultural experience on campus and within region

College of Arts & Sciences

Begin in 2014-15

323.01 Catalog current multicultural coursework and departmental and programmatic events and identify areas for growth (Y1)

323.02 Catalog existing experiences and partnerships within region and identify areas for growth (Y1)

323.03 Increase awareness of existing campus-wide and regional opportunities and expand where appropriate (Y2-3)

323.04 Assess effectiveness of modifications and revise accordingly (Y4)

Talent Development

Thursday, July 28, 2016
Consult with employers, industry groups, K-12, and non-profits to explore and enhance learning outcomes in consideration of workforce projections

2015-16 Progress Narrative

This past year CAS Dean's office worked with NKU alumni at P&G (at their request) and hosted a panel discussion to a targeted group of largely freshman and sophomores in the social sciences and humanities on career opportunities and possible career paths. Students in GenEd courses in anthropology, history, and English were selected to participate in this initial event; feedback was excellent and a second panel is planned for fall 2016. Efforts have also continued at the department level with consultations of regional employers and industry groups; advisory groups and contact with alumni are part of this effort. CINSAM and KCM actively provide many opportunities for K-12 discussions.

324.01 Track, count, and evaluate college level co-ops, internships, and practica (through Digital Measures or other appropriate software) (Y1)
324.02 Consult with external stakeholders and consider present and future needs of employers when reviewing our curriculum (Y2)
324.03 Promote student engagement in internships, co-ops, and practica (Y2)
324.04 Identify potential new undergraduate programs through Health Innovations Center (HIC) planning (Y1-2)
324.05 Develop and implement action plan for increasing the number of internships, co-ops, and practica (Y3-4)

325 Foster participation of alumni, community members, students, faculty, staff, and administration at presentations, workshops, seminars, cultural and fine arts activities, and other campus activities

2015-16 Progress Narrative

CAS programs/departments continued to foster participation of alumni and community members in campus activities and events. SOTA, among other areas has flourished in these efforts and has serviced over 35,000 patrons through shows, recitals, gallery exhibits, and other innovative transdisciplinary programming. Faculty from English and Psychological Sciences, among others organized writing workshops and participated in presentations with Sam Quinones on the heroin epidemic. The college also sponsored (with the support of a donor) the Discovery Series, which brought National Geographic explorers, photographers, and humanitarians to campus for lectures and seminars with students. The college worked closely with MarCom to promote these activities to all stakeholders including faculty, staff and students.

325.01 Assess current activities and participation level (Y1)
325.02 Expand participation in current activities (Y1-4)
325.03 Collaborate with marketing and communications to publicize activities and successes (Y1-4)

326 **Recruit talented students from the Tri-State region and from new student markets**

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**2015-16 Progress Narrative**

CAS faculty, advisors, staff, and many current students have continued their efforts to recruit new students at such events as CAS Showcases, Norse Days, Black and Gold Days, and Welcome Wednesdays. Many CAS programs and disciplines also promote P-12 outreach efforts by hosting school group visits on campus (through community connections) and also by visiting local schools. CAS faculty also teach many courses in the School Based Scholars’ Dual Credit Program; such courses promote NKU and offer young students a window into the rigors of college academic life. CAS works closely with admissions in recruiting new students.

326.01 Evaluate current efforts to recruit talented students (Y1)
326.02 Expand recruiting efforts of high-performing students (e.g. Governor’s Scholars) (Y1-4)
326.03 Explore hosting on-campus events to engage talented high school student (Y3-4)

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**Provide opportunities for graduate education that meet regional needs**

327 **Enhance current graduate programs to meet regional needs**

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**2015-16 Progress Narrative**

The Graduate Program heads continue to meet regularly with the Dean's office. Discussions this past year have focused on enrollments, funding for graduate assistants, and marketing of our graduate programs within the broader region. The MPA program with assistance from the Dean's Office and MarCom launched a social media pilot program to advertise their program; effectiveness of this strategy will be reviewed this upcoming year.

327.01 Evaluate current graduate programs and enrollment (Y1)
327.02 Identify barriers to student enrollment in graduate programs (Y2-3)

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328 **Explore new graduate programs that meet regional needs**

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**2015-16 Progress Narrative**

Conversations related to new graduate programs continue. Graduate program heads also discussed competing programs, offerings by other institutions within our region, and the potential impact of regional competition in graduate education this past year.

328.01 Assess current graduate programs across the region (Y2)
328.02 Identify potential new graduate programs that align with university priorities and regional needs (e.g. Health Innovations Center) (Y1-2)