



ACADEMIC SUCCESS GOALS for the University of Vermont Office of the Provost ~ May 6, 2020

The Academic Success Goals are intended to support President Garimella's strategic areas of impact,¹ and reflect priorities in Teaching and Learning, Knowledge Creation, and Engagement. They were developed during the spring 2020 semester, and are the result of ideas, suggestions, and feedback from the members of the Academic Leadership Council and the faculty and staff in their respective units. Progress against these goals will be measured by the Office of Institutional Research. The Academic Success Goals should guide the work of all members of our community – faculty, staff, and students – who participate in, support, and contribute to our academic mission.

Priority 1: TEACHING & LEARNING

Academic Success Goal 1.1: Develop a unified and impactful educational framework

- Implement a revised, comprehensive system of General Education (Catamount Core) for undergraduates
- Ensure graduate students have access to a high quality graduate-level curriculum
- Ensure that all students participate in multiple high-impact practices that enhance curricular priorities and support career exploration and skill building (e.g., research opportunities, integrated curriculum, study abroad, international travel, service learning, internships)
- Ensure that all students have access to quality support services and an inclusive learning environment developed and implemented by faculty and staff

Academic Success Goal 1.2: Improve retention, progression, and graduation rates

- Implement strategies to support early learning success and community building (e.g., Residential Learning Communities, tutoring support, advising, mandatory study hall for first-years)
- Build a high-quality, effective, and accessible system of academic advising that empowers and enables both advisors and advisees at all student levels

Academic Success Goal 1.3: Support post-graduation success

- Build a high-quality, effective, and accessible system of career advising that empowers and enables academic advisors, career advisors, and advisees at all student levels
- Increase undergraduate/graduate/medical student recognition via major awards and/or graduate assistantships/fellowships

¹ See the President's April 14, 2020 *Amplifying our Impact* document.

- Decrease student indebtedness (e.g., revise financial aid principles to support student populations of focus including first generation, VT Pell-eligible, and underrepresented minority students)
- Build a culture of lifelong learning among recent graduates and alumni that translates to post-graduate enrollment for continuing education and professional development needs

Academic Success Goal 1.4: Increase faculty professional development and mentoring

- Establish a comprehensive mentoring program for all faculty
- Collaborate with the Office of Diversity and Inclusion to identify key content areas for faculty development in diversity and inclusive excellence
- Increase faculty participation and engagement in professional development activities

Academic Success Goal 1.5: Increase the diversity of perspectives, experiences, and thought

- Implement strategies outlined in units' Inclusive Excellence Action Plans
- Establish a strategy for recruiting and retaining diverse faculty including faculty exchanges with Historically Black Colleges and Universities (HBCU) and/or international partners
- Create a pathway for graduate student enrollment from an HBCU
- Develop a cohort pathway program to diversify the undergraduate student population
- Establish an enrollment strategy, enriched experiences, and inclusive programs for increasing international undergraduate and graduate students

Priority 2: KNOWLEDGE CREATION

Academic Success Goal 2.1: Enhance the University's research, scholarship, and creative arts profile

- Increase the external recognition and impact of faculty
- Identify existing doctoral programs with growth potential
- Establish opportunities for new non-STEM doctoral programs addressing contemporary research challenges
- Increase doctoral graduates, postdoctoral fellowships and funding mechanisms to support them (e.g., training grants, fellowships)
- Cultivate staff talent and resources in support of the research mission
- Grow research and scholarship strengths in support of people living fuller, healthier lives in healthy, sustainable environments

Academic Success Goal 2.2: Increase interdisciplinary research in areas of distinctive strengths²

- Provide funding for interdisciplinary research collaborations including institutes and centers
- Develop a cluster faculty hiring strategy
- Support mid-career faculty in their efforts to realign their research
- Create junior faculty research groups

Academic Success Goal 2.3: Enhance success in external funding

- Develop a centralized external-funding infrastructure that draws on faculty effort for academic proposal content and professional staff effort for administrative proposal content
- Develop a strategy and support for corporate and foundation funding proposals

² See the President's April 14, 2020 *Amplifying our Impact* document.

Priority 3: ENGAGEMENT

Academic Success Goal 3.1: Use an evidenced-based engagement approach to addressing contemporary challenges

- Increase faculty awareness of the science of engagement (implementation science) and community-engaged scholarship approaches and related training, development, and support
- Develop research/scholarly/creative arts questions/opportunities around community needs
- Establish participatory action projects with the community and measure the outcomes
- Encourage collaborations among faculty on community-engaged research/scholarly/creative arts projects
- Develop a strategy to recognize the scholarship of engagement

Academic Success Goal 3.2: Educate citizens to contribute to positive community impact

- Use technology to facilitate professional development and engagement with the community
- Align academic programs with local needs
- Increase non-credit offerings
- Increase for-credit distance and hybrid offerings
- Increase number of graduates who stay in Vermont for employment opportunities

Academic Success Goal 3.3: Prepare students to be engaged citizens

- Pursue renewal of our Carnegie Classification for Community Engagement
- Increase community-engaged learning experiences that address community priorities and challenges
- Expand domestic and global learning opportunities
- Develop learning opportunities that promote civil discourse and civic engagement