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# BULLETIN

To the Faculty, Staff and Students of Southern Illinois University at Edwardsville

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Vol. 27, No. 13  
September 5, 1996

MEMO TO: The University Community

FROM: Nancy Belck *Nancy Belck*

SUBJECT: Action Plans

At the Convocation, I announced we would distribute action plans and assignments of responsibility under each of the six challenges agreed upon in our Advance sessions and presented in the Convocation remarks. These plans address initiatives to assist in meeting each challenge and the SIU Priorities approved by the Board of Trustees.

**CHALLENGE 1: Create a harmonious University community characterized by integrity, cooperation, open dialogue and mutual respect among individuals with different backgrounds, cultures, and perspectives.**

- A. Develop and implement a diversity training program covering issues and matters that support inclusiveness on campus:
- Hire a consultant group by early fall;
  - Train facilitators by the end of fall; and
  - Initiate a series of sessions to be led by trained facilitators, beginning the latter part of fall for faculty, staff and students.
- B. Promote and support a harmonious and diverse campus climate:
- Charge academic and administrative units to develop action plans to promote and create a harmonious campus; and
  - Charge the Assistant Vice Provost for Social and Cultural Diversity to begin implementing the Diversity Plan.
- C. Aggressively recruit a diverse faculty, staff and student body:
- Deans and directors will ensure all faculty and staff searches include a diverse pool of applicants;
  - Vice chancellor approval will be required prior to inviting candidates for campus interviews; and
  - University Personnel Services will invigorate the Learner Program for staff.

CHANCELLOR'S OFFICE

SEP 06 1996

SOUTHERN ILLINOIS UNIVERSITY  
AT EDWARDSVILLE

*C. file = Convocation*

**CHALLENGE 2: Attract, nurture, educate, and graduate a diverse, capable student body with a balance of traditional, non-traditional, commuter, and residential scholars.**

- A. Review and respond to the needs of special student populations--graduate, non-traditional, commuting, international students:
- The Vice Chancellor for Student Affairs will develop focus groups for special student populations and provide feedback to the University Retention Team and Student Services 2000;
  - Student Services 2000 will identify and implement improvements in student support services, including the technology for students to access their records; and
  - A new task force will review and recommend improvements to enhance and strengthen international student affairs.
- B. Extend new student orientation through the student's first year of study:
- Integrate orientation with Pre-entry Advisement and Registration; and
  - Review the role of University 112 in helping students make the transition to campus life.

**CHALLENGE 3: Create and implement innovative, exciting, high-quality academic programs that foster active, life-long learning partnerships in which students develop the knowledge and skills to be effective leaders in their professions and communities.**

- A. Support faculty in integrating technology into the curricula, through the Excellence in Undergraduate Education Fund, the Faculty Development Fund, and Library and Information Services:
- Library and Information Services will establish a center to assist faculty in developing and using technology -- in classrooms, in distance learning environments, on networks, and in computing labs.
- B. Develop distance learning programs for populations not reached in SIUE's service region:
- Charge the deans, working with department chairs, to identify new distance learning opportunities; and
  - Once identified, chairs will work with Library and Information Services and Continuing Education to support faculty development toward implementation of these programs.
- C. Consistent with the SIUE goal of increasing the size of the undergraduate student body, develop a small number of new undergraduate degree programs to attract new students. Areas for consideration are: allied health, technology, human services, including criminal justice, and capstone programs for community college graduates:
- Charge the deans, working with department chairs, to explore degree programs that will attract new students to SIUE; and
  - Charge the Office of the Provost and Vice Chancellor for Academic Affairs with assisting chairs and deans in new program development, reviewing preliminary proposals to determine the recruiting potential for each proposed new program.

- D. Redefine the Bachelor of Liberal Studies:
- Charge the Dean of the College of Arts and Sciences and Director of Liberal Studies with making it responsive to the needs of evening, weekend, and non-traditional students.
- E. Review graduate programs in accordance with IBHE's P\*Q\*P initiative in the context of appropriate master's degree programs for a comprehensive university:
- Charge the Provost and the Dean of the Graduate School to work with deans and program directors to conduct the review and modify programs as appropriate.

**CHALLENGE 4: Develop a faculty and staff with a reputation for providing the highest quality educational opportunity, scholarship, and service.**

- A. Improve teaching effectiveness by implementing the "Scholarship of Teaching" concept; and support and encourage ongoing faculty initiatives to improve teaching and learning:
- Support two faculty conferences or workshops to encourage and stimulate campus discussion of course portfolios and other faculty initiatives related to the Scholarship of Teaching;
  - Involve new faculty in developing course portfolios through the New Faculty Orientation Workshops;
  - Continue to coordinate with the American Association of Higher Education (AAHE) Teaching and Peer Review of Teaching Initiatives; and
  - Support at least five faculty round-tables on faculty initiatives such as writing across the curriculum, critical thinking, senior assignment, learning communities, service learning, and problem-based learning.
- B. Implement integrated programs to enhance the skills of faculty and staff:
- Charge University Personnel Services with expanding training programs in four areas--communication, personal productivity, supervision and decision-making; and
  - Build on the success of the Partners, Connections, Covey Leadership, and technology training programs.

**CHALLENGE 5: Achieve a symbiotic and synergistic relationship with Illinois and the St. Louis metropolitan area: this means being responsive to community needs and utilizing regional assets that enhance the educational experience, while providing high quality graduates and superior services.**

- A. Explore better ways of communicating between the University and its various publics, including verbal and written policies, and actions:
- Charge the Vice Chancellor for Development and Public Affairs to monitor the perception of the University among its various publics, and develop communication strategies to enhance the public's awareness and understanding of the University.

- B. Encourage faculty, staff, and students to be “community-service” oriented:
- Charge the Vice Chancellor for Development and Public Affairs to determine the breadth of present community service activities, and implement strategies that foster increased service among the faculty, staff, and students.
- C. Determine ways to identify community needs to determine mutual interests between the University and the community:
- Charge the Vice Chancellors to identify additional ways faculty and staff can volunteer their time in response to community needs;
  - Charge all vice chancellors with coordinating among Student Affairs, Development and Public Affairs, and Academic Affairs to increase participation in co-op programs, externships, and internships; and
  - Charge the Provost to support faculty in developing service learning and explore how the Student Leadership Development Program can support that effort.

**CHALLENGE 6: Protect, maintain, and develop our physical assets responsibly, in order to support the educational vision and enhance the quality of life for the University and regional community.**

- A. Change the way the University does business by exploiting technology and freeing resources to meet SIUE challenges:
- Charge the Vice Chancellor for Administration with developing and implementing plans to use our networked computing power to virtually eliminate paper reports, forms, and policy manuals in the next five to seven years; and
  - Charge the Office of Information Technology with providing the equipment infrastructure and coordination so that all students, staff, and faculty have e-mail addresses and accounts which function efficiently and reliably.
- B. Improve the campus management of storm water runoff to reduce erosion and flooding for SIUE’s downstream neighbors:
- Charge the Vice Chancellor for Administration with monitoring erosion damage and implementing water retention plans.
- C. Protect and maintain our buildings, infrastructure, and other physical assets:
- Charge the Vice Chancellor for Administration with developing plans and funding strategies for maintenance, repair and renovation of existing campus buildings.

Again, I urge you to look carefully at how you and your area fit into these plans--please determine where your “sphere of influence” can help achieve our collective goals. I am convinced that these plans are practical and necessary in making us a “can do” university! It will take each and everyone of us working together, to achieve our vision for 2007.