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| **I. Nurture Innovation & the Learning Environment** | IA. Improve support of teaching and learning | IA1. Assess and redesign the Teaching/Learning Center | Conduct needs assessment related to function and purpose of TLC Post-redesign satisfaction survey | Academic Affairs OIRP | 2014 for needs assessment, then 2015 for redesign, then 2016 and every two years thereafter for assessment |  |
| **I. Nurture Innovation & the Learning Environment** |  | IA2. Professional development: evidenced-based pedagogy | Satisfaction of students via GSS/GES and SOS  Faculty satisfaction survey  # of sessions offered  # of attendees | Academic Affairs  OIRP | # of programs and attendees (annual)  GSS/GES (annual)  SOS (2015, 2018, etc.)  Faculty survey (yet to be created) |  |
| **I. Nurture Innovation & the Learning Environment** |  | IA3. Professional development: online course development and deployment | # of sessions offered on developing and teaching online courses  # of attendees  # of faculty who go on to teach online courses  Satisfaction of faculty with adequacy of preparation to teach online courses  Satisfaction of students with instruction in online courses via GSS/GES and SOS | Academic Affairs  OIRP | # of programs and attendees (annual)  # of attendees who offer online courses vs. those who do not attend (annual)  Faculty survey  GSS/GES (annual)  SOS (2015, 2018, etc.) |  |

**I. Nurture Innovation & the Learning Environment: Support of Teaching**

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| **I. Nurture Innovation & the Learning Environment** |  | IA4. Develop a mentoring program for new faculty | # of participant mentees/mentors  Improved faculty satisfaction as seen on the COACHE survey  Increased faculty retention  Achievement of promo & tenure | Academic Affairs OIRP | # of mentor program participants (starting in 2015 and triennial thereafter)  COACHE (2014, 2017, etc.)  Faculty retention – baseline in 2014, count annually thereafter  Promotion/tenure – baseline in 2015, annually thereafter | At least, funds to administer the COACHE |
| **I. Nurture Innovation & the Learning Environment** |  | IA5. Clarify and document procedures and expectations for faculty promotion and tenure | Improved faculty satisfaction as seen on the COACHE survey  Increased faculty retention  Achievement of promo & tenure | Academic Affairs OIRP | COACHE (2014, 2017, etc.)  Faculty retention – baseline in 2014, count annually thereafter  Promotion/tenure – baseline in 2015, annually thereafter | At least, funds to administer the COACHE |